

AGREEMENT

BETWEEN

**THE CITY OF CORAL SPRINGS,
FLORIDA**

AND

**THE FLORIDA STATE LODGE
FRATERNAL ORDER OF POLICE INC.**

FOR LAW ENFORCEMENT OFFICERS

October 1, 2021 Through September 30, 2024

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PREAMBLE

This contract is made and entered into by and between the City of Coral Springs, Florida (hereinafter referred to as the City) and the Florida State Lodge, Fraternal Order of Police Inc. (hereinafter referred to as the F.O.P.). These parties enter into this Agreement in satisfaction of their mutual obligation as provided in Chapter 447, Part II, Florida Statutes, to negotiate in good faith concerning wages, hours and other terms and conditions of employment of the City employees who are within the bargaining unit described in Article 1 of this contract, and to reduce their resulting agreement to writing.

**ARTICLE 1
RECOGNITION**

The City recognizes the F.O.P. as the sole and exclusive Collective Bargaining Agent, for the purposes set forth in Chapter 447, Part II, Florida Statutes, of those employees within the Bargaining Units certified in Florida Public Employees Relations Commission Certification No. 868 (hereinafter referred to as “employees” or “members”).

ARTICLE 2
CITY'S RIGHTS OF MANAGEMENT ADMINISTRATION

Section 1. It is agreed and understood that the City does not intend by this Agreement to, and does not, yield any of the rights or powers it had or enjoyed, with respect to unit's members' wages, hours or working conditions, or with respect to any other matter, prior to the time when the FOP asserted or obtained representative status, except as it has, by express language in this Agreement, agreed to yield any of such rights and powers, wholly or partially, or as required by law.

Section 2. During the term of this Agreement, the City shall be deemed to have and enjoy each and all of those rights and powers that it could have and enjoy under the broadest possible contract provisions reserving or granting rights of management or administration to the City, that it could lawfully propose and insist upon through a collective bargaining impasse, under decision(s) of the Florida Supreme Court or decision(s) of any other Florida court or Florida agency. The following are rights which both parties acknowledge are management's rights:

- A. the right to determine the size of its workforce;
- B. the right to determine the existence of a job vacancy;
- C. the right to fill vacancies;
- D. the right to initially select employees for inclusion in the workforce;
- E. the right to direct, assign and schedule employees in accordance with other terms of this collective bargaining agreement and established general orders;
- F. the right to determine the fact of lack of work;
- G. the right to determine what records are to be made and kept, including those records relating to hours of work of employees and who will make and keep the records and how the records are to be made and kept;
- H. the right to contract or subcontract out work;
- I. the right to open new facilities;
- J. the right to make time studies of workloads, job assignments, methods of operation; and
- K. the right to offer voluntary early retirement and/or voluntary severance packages. The City will notify F.O.P. prior to offering such packages.

Section 3. Nothing in this article or elsewhere in this contract shall operate to create a waiver of rights that the City would not, under Florida law, have the right to insist upon through a bargaining impasse.

Section 4. If, in the good faith discretion of the City, it is determined that an emergency condition exists due to a natural disaster, riot or civil disorder, the City will so notify the Union and the provisions of this Agreement, may be suspended during the emergency, provided that the wage rates, insurance, discipline and discharge, grievance, arbitration and pension benefits provisions will not be suspended. As soon as the emergency is over, all provisions of the contract will go back into effect.

ARTICLE 3
NO STRIKES, LOCKOUTS

The parties are cognizant of the provisions of Florida Statutes, Chapter 447, Part II, as they apply to Law Enforcement Officers and agree that those provisions, as now stated or as amended during the term of this Agreement, will be observed in the circumstances to which they are applicable.

ARTICLE 4
RULES OF CONSTRUCTION

It is agreed and understood that this Collective Bargaining Agreement constitutes the whole agreement between the parties. Notwithstanding any other term or provision of this Collective Bargaining Agreement, it is expressly agreed that this Collective Bargaining Agreement shall not, in any of its parts, be construed by an arbitrator or court in any way which supersedes or preempts applicable laws, ordinances, statutes, civil service rules and regulations, or the City of Coral Springs Charter. In any grievance arising under the Collective Bargaining Agreement, the arbitrator, in rendering his/her award, shall be bound by and shall apply the foregoing standard contained in this paragraph.

**ARTICLE 5
POLICIES**

Section 1. It is agreed and understood that the City and the Police Department currently have written Rules and Regulations, General Orders, Special Orders, Accreditation Standards, Standard Operating Procedures and City Policies governing employment. Ten business days prior to any changes in Rules and Regulations, General Orders, Special Orders, Standard Operating Procedures and City Policies governing employment, the City will provide copies of such changes to the FOP Union President or his/her designee.

Section 2. Insofar as such Rules, Regulations, General Orders, Special Orders, Accreditation Standards, Standard Operating Procedures and City Policies deal with mandatorily bargainable subjects, they are approved and will remain in effect.

Section 3. The parties recognize that the City is free to amend, modify, revise, or eliminate such rules, regulations, orders, standards, procedures, and policies, or to formulate and implement new ones at its pleasure, to the extent that they deal with subjects which are not mandatorily bargainable.

ARTICLE 6
UNION BUSINESS

FOP Representatives shall not conduct F.O.P. business on their paid time or that of any City employee, except by the express and voluntary consent of the Chief of Police or as provided in this agreement.

One FOP Representative shall be allowed time off, without loss of pay, from his/her regular employment to attend City Commission meetings, workshops, Police Pension Board meetings, and benefits focus groups.

Executive Board members of FOP Lodge 87 shall be allowed time off without loss of pay to attend monthly meetings of the FOP.

ARTICLE 7 DUES DEDUCTION

Section 1. Any employee covered by this Agreement may authorize a payroll deduction for the purpose of paying F.O.P. dues. Such authorization becomes effective only upon receipt by the City of a fully executed Dues Deduction Form from any employee.

Section 2. The F.O.P. will initially notify the City as to the amount of dues. Such notification to the City will be from an official of the Union.

Section 3. Changes in Union membership dues will be similarly certified to the City at least 30 days prior to the effective date of that change.

Section 4. Dues shall be deducted bi-weekly and such money shall be remitted monthly to the Union via wire transfer.

Section 5. This Article covers regular dues, special assessments, or other deductions agreed to by both parties. The City is not required to deduct fines, fees or penalties.

Section 6. The authorizing employee reserves the right to revoke his/her authorization by notifying the City and the FOP in writing, at least 30 days in advance of such change.

Section 7. The City is authorized to deduct and retain \$20.00 per hour as reimbursement for performing this dues deduction service.

Section 8. The City shall not be monetarily liable to the F.O.P. on account of any unintentional error in complying with this Article.

Section 9. The FOP shall provide the City's payroll department with timely and accurate deduction authorization forms signed by the employees.

Section 10. All remittances are to be deemed correct unless the F.O.P. notifies the City within one week after receipt of same.

Section 11. In the event the City deducts from an employee's pay more than the authorization calls for, the employee must look to the F.O.P. and not the City for a refund or adjustment.

Section 12. If the City reasonably questions the continuing validity of an authorization for any reason, the F.O.P. shall provide a new authorization if the obligation to deduct is to continue.

Section 13. The F.O.P. will indemnify, defend, and hold harmless against any claims, suits, orders or judgments brought or issued against the City based on any payroll deductions of dues as provided for in this Article.

ARTICLE 8
F.O.P. REPRESENTATION

Apart from contract negotiations, the F.O.P. will give the City written notice, at least 48 hours ahead of time, of the names of its representatives who are to deal with the City, and the City shall not be required to deal with any others. Non-employee F.O.P. representatives and agents, and unit employees when acting as F.O.P. representatives, shall not have access to non-public areas on City premises except by the permission of the Chief of Police and except when an officer has been involved in a Use of Force incident.

ARTICLE 9
EMPLOYEE ORGANIZATION TIME POOL

Section 1. During the month of January, a bargaining unit member may voluntarily donate no less than one (1) hour or more than eight (8) hours of annual leave or compensatory time to a time pool. In July each year, an additional time pool deduction may be conducted, if elected by the FOP. The maximum hours a member may donate in any calendar year is eight (8). The time pool shall not exceed 1,600 hours on January 1 of any year for the Officer Unit and Supervisory Unit combined. The time pool will be used by the bargaining unit employees designated by Coral Springs Lodge #87, F.O.P., for union business activities which shall include meetings with City's management, attendance at formal conventions and seminars, union meetings, contract negotiations, grievance procedures, discipline procedures, arbitration procedures, use of force incidents, and other union business.

Section 2. The Union President, or designated representative of the union, desiring to use time from said pool for official union business shall submit a notice for approval at least 48 hours prior to the date of such use to the employee's immediate supervisor and to the Chief of Police or his/her designee. The 48-hour notice may be waived by the Chief of Police or his/her designee.

Section 3. Donations of time shall be authorized by the bargaining unit member who is so donating, on an appropriate form, with copies to the Union and the Human Resources Unit. Time drawn against the time pool shall be with the approval of the Union President or designated representative. A record of all time donated and drawn against said pool of time, shall be accurately kept by the Police Department and the Union.

Section 4. A union member shall be released from duty in accordance with the provisions of this Agreement only when the needs of the Police Department, as determined by the employee's immediate supervisor, have been met, but such release shall not be unreasonably denied. If the needs of the Police Department do not permit the release of the employee as requested, release of an alternate employee during the desired time may be requested.

Section 5. No individual employee, with the exception of the FOP President and FOP members holding a state-wide FOP position, shall be permitted to use more than 275 hours from the time pool in any calendar year. While using the time pool, the employee will remain reasonably available by telephone for consultation with the management of the Police Department or any F.O.P. member.

Section 6. Any accident incurred by an employee whose time is being paid for by the time pool shall not be considered to have been incurred in the course and scope of his/her employment by the City within the meaning of Chapter 440, Florida Statutes as amended, except for injuries sustained while acting in the line of duty.

Section 7. Pool time hours may only be used in situations where the officer is released from scheduled or assigned duty. Time taken off from work, and for which the

officer is paid from the pool, shall not count as time worked for overtime or premium pay purposes.

Section 8. The unused hours in the time pool as of December 31 of any year shall automatically be carried over, subject to the 1,600-hour limit.

Section 9. It is also understood that this Article's restrictions on the use of pool time are to be strictly observed, regardless of any contrary past practice or occurrence.

Section 10. The City agrees that the contract negotiating team members shall be allowed up to one hundred and twenty (120) hours of time off during working hours without loss of pay for the purpose of negotiating a labor contract or in preparation for negotiations with the City per contract. Any working time beyond one hundred and twenty (120) hours required for contract negotiating will be taken from the time pool.

ARTICLE 10
BULLETIN BOARD

Section 1. The City will provide for the use of the F.O.P. five (5) bulletin boards. The bulletin boards shall be located within the Public Safety Department Building.

Section 2. Notices placed on the bulletin board shall be limited to announcements of F.O.P. meetings, elections, social, recreational or fraternal events.

Section 3. Any notice or item placed on the bulletin board shall bear on its face, the legible designation of the person responsible for placing such notice or item on the bulletin board. Each item posted will bear a reasonable purge or removal date, after which the City may remove it.

Section 4. A courtesy copy of any material posted will simultaneously be provided to the Chief of Police. No material, which is critical of the City or any of its employees, agents or representatives is to be posted.

Section 5. All items placed on the bulletin board are subject to City Administrative Policies related to discrimination and harassment. The City shall have the right to remove items that violate these policies.

ARTICLE 11
LAW ENFORCEMENT OFFICERS' RIGHTS

The parties are cognizant of the provisions of Section 112.532, Florida Statutes, and agree that those provisions, as now stated or as amended during the term of this Agreement, are to be observed in the circumstances to which they are applicable.

**ARTICLE 12
WAGES**

Section 1. Full time law enforcement officers will be paid based upon the appropriate step plan for their sworn-in date and the step that they are on in accordance with the following table:

Officers			
Sworn in on or after 10/1/2015			
	10/1/2021	10/1/2022	10/1/2023
1	\$64,609	\$67,193	\$69,881
2	\$67,218	\$69,907	\$72,703
3	\$69,934	\$72,731	\$75,641
4	\$72,759	\$75,670	\$78,697
5	\$75,699	\$78,727	\$81,876
6	\$78,757	\$81,908	\$85,184
7	\$81,939	\$85,216	\$88,625
8	\$85,668	\$89,095	\$92,658
9	\$89,567	\$93,150	\$96,875
10	\$93,643	\$97,388	\$101,284
11	\$97,426	\$101,323	\$105,376
12	\$101,851	\$105,925	\$110,162

Officers			
Sworn in prior to 10/1/2015			
	10/1/2021	10/1/2022	10/1/2023
1a	\$65,901	\$68,537	\$71,278
2a	\$68,563	\$71,305	\$74,157
3a	\$71,333	\$74,187	\$77,154
4a	\$74,215	\$77,183	\$80,271
5a	\$77,213	\$80,302	\$83,514
6a	\$80,333	\$83,546	\$86,888
7a	\$83,783	\$87,135	\$90,620
8a	\$87,595	\$91,099	\$94,743
9a	\$91,582	\$95,245	\$99,055
10a	\$95,515	\$99,336	\$103,309
11a	\$99,373	\$103,348	\$107,482
12	\$101,851	\$105,925	\$110,162

Officers				
Transition Reference Chart				
New	Old	10/1/2021	10/1/2022	10/1/2023
1	1	\$64,609	\$67,193	\$69,881
1a	2	\$65,901	\$68,537	\$71,278
2	3	\$67,218	\$69,907	\$72,703
2a	4	\$68,563	\$71,305	\$74,157
3	5	\$69,934	\$72,731	\$75,641
3a	6	\$71,333	\$74,187	\$77,154
4	7	\$72,759	\$75,670	\$78,697
4a	8	\$74,215	\$77,183	\$80,271
5	9	\$75,699	\$78,727	\$81,876
5a	10	\$77,213	\$80,302	\$83,514
6	11	\$78,757	\$81,908	\$85,184
6a	12	\$80,333	\$83,546	\$86,888
7	13	\$81,939	\$85,216	\$88,625
7a	14	\$83,783	\$87,135	\$90,620
8	15	\$85,668	\$89,095	\$92,658
8a	16	\$87,595	\$91,099	\$94,743
9	17	\$89,567	\$93,150	\$96,875
9a	18	\$91,582	\$95,245	\$99,055
10	19	\$93,643	\$97,388	\$101,284
10a	20	\$95,515	\$99,336	\$103,309
11	21	\$97,426	\$101,323	\$105,376
11a	22	\$99,373	\$103,348	\$107,482
12	23	\$101,851	\$105,925	\$110,162

Members as of 10/01 of each fiscal year will be placed on their updated step in effect and will move one (1) step higher (if not topped out) on their service anniversary date. Additionally, all Law Enforcement Trainee's upon being sworn in will be promoted to Step 1.

Part Time Seasonal School Resource Officers will be paid as follows:

- From 10/1/21 – 9/30/22: \$34.89 per hour
- From 10/1/22 – 9/29/23: \$35.94 per hour
- On 9/30/23: \$37.02 per hour
- Paid a retention award of \$2,000 payable on the payroll which includes December 1st and \$4,000 payable on the payroll which includes June 1st.
- Part Time Seasonal School Resource Officers shall not work more than 1,528 hours within a 12-month period.

- Part Time Seasonal School Resource Officers will be paid similarly to part time non-bargaining unit employees for holidays in accordance with City Administrative Policy 06.04.06.

Part Time Officers (Various Assignments) will be paid as follows:

- The pay range for Part Time Officers assigned to prisoner transport is \$29.59 per hour to a maximum of \$45.17 per hour.
- The pay range for Part Time Officers assigned to an administrative capacity is \$27.04 per hour to \$45.17 per hour.
- Part Time Officers will receive a 3% increase on their base pay on October 1 of each year.
- Part Time Officers shall not work more than 1,528 hours within a 12-month period.
- Part Time Officers will be paid similarly to part time non-bargaining unit employees for holidays in accordance with City Administrative Policy 06.04.06.

Section 2. A member (excluding those assigned to the Patrol division) who is temporarily assigned to a position higher than their regular position for three or more consecutive shifts (excluding normally scheduled days off), will receive step-up pay of \$50 per day beginning the first day of the temporary assignment. Such temporary assignments are at the sole discretion of the component supervisor, and other than for payment, are not subject to the filing of grievances or arbitration

ARTICLE 13 ANNUAL LEAVE AND WELLBEING HOURS
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Section 1. Annual Leave

1. Each member shall accrue annual leave on a per pay period basis according to the following schedule:

Service Anniversary	Hourly Accrual Rate	Annual Accrual
0 to 5 years	.04616	96
5th year	.05000	104
6th year	.05385	112
7th year	.05770	120
8th year	.06154	128
9th year	.06539	136
10th year	.06924	144
11th year	.06924	144
12th year	.07308	152
13th year	.07308	152
14th year	.07693	160
15th year	.07693	160
16th year +	.08077	168

2. Members shall accrue annual leave credits based on actual hours paid during the pay period, but not to exceed forty (40) hours per work week.

3. Members may accrue annual leave to a maximum of 240 hours, unless waived by the City. However, after an employee's annual leave accrual reaches 240 hours, he/she may still earn annual leave as indicated above. The employee's annual leave accrual will revert back to 240 hours at the end of the payroll year.

4. The benefit provided for in this paragraph shall be called the "Vacation Incentive". Members with less than ten (10) years of service shall be eligible to receive payment for up to 48 hours of annual leave each calendar year. Members with ten (10) or more years of service shall be eligible to receive payment for up to 60 hours of annual leave each calendar year.

5. Transfer and Payment of Earned Vacation Leave

a. A member who moves from one budgeted position to another budgeted position and maintains all eligibility requirements shall be credited with the employee's unused annual leave, provided there is no break in service.

b. A member who leaves a budgeted position that meets all eligibility requirements and enters a position that does not meet eligibility requirements shall be compensated for unused annual leave.

c. A member who separates from the City shall be compensated for unused annual leave.

d. At the time of payment, members, or their designated beneficiary, shall receive full payment for accrued annual leave at the member's current base rate of pay. Under no circumstances shall a member receive payment for accrued annual leave in excess of 240 hours.

e. Beyond the established termination date, a recipient of this benefit is no longer considered an employee of the City. As a result, the payment under this section is not considered salary for the purpose of determining eligibility for applicable fringe benefits.

f. The payments made pursuant to this section shall not be used in determining the average final compensation of an employee in a City Pension Plan.

g. In the case of death, payments will be made as designated on the most recent "Designation of Beneficiary for Final Pay" form as filed in the Human Resources Department.

Section 2. Wellbeing Hours

1. Members are awarded Wellbeing Hours as follows:
 - a. **2021:** Upon ratification of this Agreement.
 - b. **2022:** Time used through 03-25-22 will be considered before awarding additional wellbeing time on the 04-15-22 payroll and time used through 09-23-22 will be considered before awarding additional wellbeing time on the 10-14-22 payroll
 - c. **2023:** Time used through 03-24-23 will be considered before awarding additional wellbeing time on the 04-14-23 payroll and time used through 09-22-23 will be considered before awarding additional wellbeing time on the 10-13-23 payroll
 - d. **2024:** Time used through 03-22-24 will be considered before awarding additional wellbeing time on the 04-12-24 payroll and time used through 09-20-24 will be considered before awarding additional wellbeing time on the 10-11-24 payroll

2. On the dates designated above, the City shall award each member Wellbeing Hours up to the maximum amount allowable in that particular member's Wellbeing Hours leave bank as follows:
 - a. Members assigned to patrol Alpha Shift: 40 hours, with a Wellbeing Hours leave bank maximum not to exceed of 40 hours; or
 - b. All other members: 32 hours, with a Wellbeing Hours leave bank maximum not to exceed 32 hours.
3. Wellbeing Hours are stored in a separate leave bank and are not eligible for any cash-out, leave conversion, or payout at separation.

Section 3. Procedure for use of hours.

1. A request for annual leave or wellbeing hours shall be submitted to the Chief of Police or their designee on the appropriate Request for Leave form.
2. Annual leave or wellbeing hours may be taken only after approval by the Chief of Police or their designee.
3. The Chief of Police or their designee shall attempt to meet the leave requests of the employees with due consideration to the needs and scheduling requirements of the City. The Chief of Police or their designee's decision in the scheduling of annual leave or wellbeing hours shall be final.
4. Use of annual leave or wellbeing hours shall not be authorized prior to the time it is earned and credited to the employee.
5. Vacation Incentive may be requested utilizing the approved forms or a system provided by the City.
6. Annual leave and wellbeing hours may be used in increments not less than 1/10 (0.1) of an hour.
7. Upon reasonable notice, the Chief of Police or designee may require any employee to use any part of the employee's accrued annual leave or wellbeing hours at any time that is deemed advisable, in order to meet the department's personnel needs.

**ARTICLE 14
GROUP INSURANCE BENEFITS**

Section 1. During the term of this Agreement, unit personnel will be provided the group health, life, vision, dental, and disability insurance plan at service levels and premium rates applicable to all City employees. Premium rates will not exceed the following biweekly amounts:

January 1, 2022

	OAPIN	HRA	Dental PPO	Dental DHMO	Vision	Vision w/ Lasik
EE only	\$61.11	\$56.42	\$0.41	\$0.41	\$0.14	\$0.89
EE+ 1	\$120.99	\$111.56	\$2.07	\$2.07	\$0.69	\$2.21
Family	\$180.27	\$166.13	\$4.12	\$4.12	\$1.38	\$2.98

January 1, 2023

	OAPIN	HRA	Dental PPO	Dental DHMO	Vision	Vision w/ Lasik
EE only	\$75.25	\$69.48	\$0.42	\$0.42	\$0.14	\$0.92
EE+ 1	\$149.01	\$137.38	\$2.14	\$2.14	\$0.72	\$2.27
Family	\$222.00	\$204.59	\$4.25	\$4.25	\$1.42	\$3.06

January 1, 2024

	OAPIN	HRA	Dental PPO	Dental DHMO	Vision	Vision w/ Lasik
EE only	\$81.05	\$74.83	\$0.44	\$0.44	\$0.15	\$0.95
EE+ 1	\$160.48	\$147.96	\$2.20	\$2.20	\$0.73	\$2.34
Family	\$239.09	\$220.35	\$4.38	\$4.38	\$1.46	\$3.16

Section 2. If the biweekly premium rates in years 2023 or 2024 meet the rates provided for in Section 1, above, effected members shall receive a one-time payment for as follows: \$150 for employee only, \$300 for employee plus one, and \$450 for Family.

Section 3. The FOP shall be given at least one seat on any committee, focus group, and/or task force that is responsible for reviewing or recommending any changes, modifications, or updates regarding group insurance benefits or costs.

Section 4. If available to all City employees, Members shall be provided access to the Employee Health and Wellness Center at costs and fees available to all City employees. For informational purposes only, the costs and fees as of the execution date of the collective bargaining agreement are as follows:

Employees/Dependents	Eligibility	Monthly Premium	Bi-weekly Premium
Full-time employee	First of the month following 30 days	No cost	No cost
Part-time employee	First of the month following 90 days	\$25.00	\$11.54
Retiree - on health plan	Met retirement eligibility requirements	No cost	No cost
Retiree – Not on health plan (5 years access post retirement)	Met retirement eligibility requirements	\$25.00	\$11.54
Spouse of full-time employee on the health plan	First of the month following 30 days	No cost	No cost
Spouse of full-time employee not on the health plan	First of the month following 30 days	\$25.00	\$11.54
Dependents of full-time employees on the health plan	First of the month following 30 days	No cost	No cost
Dependents of full-time employees not on the health plan	First of the month following 30 days	\$25.00 per family	\$11.54

ARTICLE 15 WORKERS' COMPENSATION

Section 1. The parties agree to abide by Florida law concerning workers' compensation matters. However, except as provided in Florida law, members injured while (a.) responding to an unlawful act perpetrated by another, (b.) responding to a dispatched call for service, (c.) engaging in a self-initiated law enforcement activity, (d.) engaging in on-duty physical training, (e.) engaging in firearms training or injured as a result of an accidental firearms discharge, (f.) auto accidents where the member is not grossly negligent, or (g) any and all terrorist attacks or exposure to bio-chemical warfare at any time while on duty will receive 100% of their base salary in lieu of workers' compensation for up to 1,040 hours per injury. After 1,040 hours for an injury, state law concerning payment of workers' compensation benefits will govern.

Section 2. Members will make every effort to secure workers' compensation therapy appointments outside of their regular work schedule. However, if such appointments are not available, workers' compensation therapy appointments may be made during the member's regularly scheduled workday, without the member being required to utilize accrued leave to for these appointments. Such appointments shall not result in overtime. With supervisor approval, members will be allowed to flex their schedules for off-duty hour appointments.

Section 3. If unsure if an injury is an emergency, members should contact EMS to determine if transport to an emergency room is warranted.

ARTICLE 16 PENSIONS

Section 1. Reference is made to the Coral Springs Police Officers Retirement Plan (“the Plan”), the provisions of which are found in Chapter 13 of the City of Coral Springs, Florida, Code of Ordinances.

Section 2. Unless otherwise provided for below, the following changes will be effective upon contract ratification:

- Any member shall be entitled to buy up to five (5) years of service provided such purchased service shall not be credited toward vesting within the plan. Members purchasing such service shall be solely liable for the costs associated with the calculation of the purchase of the service.
- Effective January 1, 2022, the member contribution in the Plan per Section 13-12(a) of the Code of the City of Coral Springs shall increase to 11.5%.
- The pension multiplier will be increased to 3.5% retroactive to October 1, 2012 for members currently employed by the City. Members employed on January 1, 2022 that are in the DROP shall have their future payments adjusted to reflect the increased 3.5% multiplier from October 1, 2012 until their entry into the DROP. However, no member shall be entitled to a “true up” or retroactive payments.
- The maximum benefit provided for in the Plan at Section 13-7(b)(1)(i) of the Code of the City of Coral Springs shall be increased to 87.5%.
- The death of a member shall be presumed to be directly and proximately caused by COVID-19 and incurred in the line of duty under Section 13-9 of the Code of the City of Coral Springs if the following conditions are met:
 - No competent medical evidence exists that the member’s death was directly and proximately caused by something other than COVID-19;
 - The member engaged in a line of duty action or activity on or after January 1, 2020;
 - The member was diagnosed with COVID-19 or evidence indicates that the member had COVID-19, during the 45-day period beginning with the last day the member was on duty; and
 - Evidence indicates that the member had COVID-19 or complications from COVID-19 at the time of their death.
- A member’s disability caused by COVID-19 or complications from COVID-19 will be presumed to have incurred in the line of duty under Section 13-8 of the Code of the City of Coral Springs, if the following conditions are met:
 - The member engaged in a line of duty action or activity on or after January 1, 2020; and

- The member was diagnosed with COVID-19, or evidence indicates that the member had COVID-19, during the 45-day period beginning with the last day of the member's duty.
- Section 13-11(b) and (b)(1)a. shall be modified to provide for an increase of age from 70 ½ to 72 for certain benefits.
- The City agrees to transfer the decision for selecting future DROP record keeping provider and vendor management to the Coral Springs Police Pension Board.

Section 3. Chapter 185 Funds

As of October 1, 2021, for all available future chapter funds, the parties agree to transfer the 185 funds to reduce the City's Annual Required Contribution (ARC) during fiscal year 2021, 2022 and 2023.

ARTICLE 17 TAKE HOME VEHICLES

Section 1. The parties acknowledge that the City has a current vehicle program under which certain unit employees are allowed limited off-duty use of a police department vehicle.

Section 2. Assignment of said vehicles shall be conducted within the guidelines of General Order 48. (Will also include new members who have successfully completed FTO program).

Section 3. The parties acknowledge that the use of take-home vehicles is limited to officers who live in Dade, Broward, or Palm Beach County. Any unit member who is currently assigned a take home vehicle who moves outside Dade, Broward, or Palm Beach County shall immediately forfeit the use of his/her take home vehicle. Any unit member who lives outside of Coral Springs or a contiguous City who is assigned a take home vehicle will be charged a monthly amount as follows (mileage calculated using Google Maps):

1. Distance from residence to Coral Springs Public Safety Building up to 15 miles - \$25
2. Distance from residence to Coral Springs Public Safety Building between 16 and 29 miles - \$45
3. Distance from residence to Coral Springs Public Safety Building between 30 and 44 miles - \$70
4. Distance from residence to Coral Springs Public Safety Building over 44 miles - \$100

It is the responsibility of the member to not only notify the Police Human Resources Unit of an address change but also notify the Police Human Resources Administrator via e-mail proactively if an address change impacts the monthly charges listed above. No retroactive refunds will be made. No charges will be made while the take-home vehicle is not available for more than two weeks (ex. Light duty, FMLA, extended Leave of absence). Members who choose not to participate in the take home vehicle program will not be required to pay the above charges.

Section 4. Members living outside Coral Springs who are eligible for a take home vehicle will be authorized to use their vehicle:

1. To and from gym or other physical or mental wellness activity (within 5-mile radius of residence or within the jurisdictional boundaries of the City of Coral Springs).
2. To and from College/School
3. To and from teaching assignments (as a certified instructor)
4. For personal errands (when traveling in a direct route to and from work within 90 minutes of scheduled start/end time of shift)

5. For unmarked vehicles- members who are on call status for their primary assignment may use the unmarked vehicle for personal use in Dade, Broward, and Palm Beach Counties, so that they may meet the mandatory one-hour response time if called out.

Section 5. A member assigned an unmarked take home vehicle may transport family members (spouse, child or stepchild who lives in member's household) on the way to and from work during the period beginning one hour before and one hour after actual clock-in/clock-out time. Such transport of family members will only be allowed with the provision of an insurance rider expressly providing coverage for such transport and covering the City as an additional named insured. Such insurance must be provided by an insurance company A-rated or better by Am Best. It is the responsibility of the member to keep the insurance rider current and ensure such rider is on file with the Police Human Resources Unit and their component commander.

Section 6. Discipline as a result of violation of this Article may be mitigated by the removal of the take-home vehicle for a period of time as determined by the Chief of Police.

ARTICLE 18 ASSIGNMENT PAY

Section 1. Specialty Units

To be eligible for the bonus provided for in this Section, the member must be assigned to one of the following specialty units:

- Investigations;
- VIN;
- K-9,
- Strategic Enforcement Team;
- Community Involvement;
- Bicycle;
- Training;
- Street Intelligence Unit;
- Youth liaison;
- Burglary Enforcement and Reduction; or
- Threat Management Unit.

Members assigned to one of the above specialty units will be paid a bonus in the pay period including January 1 and July 1 of each year. The amount of the assignment pay bonus is \$1,500 per semi-annual period for Law Enforcement Officers, or \$115 per two-week pay period in which the member served in a specialty unit.

If a member assigned to a specialty unit is transferred from a specialty unit to a non-specialty unit by the department based on departmental needs, the member will be compensated for the time spent in the specialty unit, at a prorated rate equivalent to \$115 per pay period worked for Law Enforcement Officers in the specialty unit, based on the \$1,500 semi-annual amount.

Section 2. Motorcycle Officers

Members who are trained and assigned to the Traffic Unit (a specialty unit) as a Motorcycle Officer shall receive a 5% increase to their base pay.

Section 3. Additional Assignments

Additional assignments are duties that a member may be assigned to in addition to their primary and regular assignment. Members assigned to one of the following will be paid a bonus in accordance with the following:

- SWAT Commander: \$3,100/year
- SWAT Executive Officer: \$2,800/year
- SWAT Team Leaders (including sniper team leader): \$2,400/year

- SWAT Assistant Team Leaders: \$2,000/year
- SWAT Members will be paid a bonus based on the following years on the SWAT team:
 - Calendar Year 1: \$1,500/year
 - Calendar Year 2: \$1,600/year
 - Calendar Year 3: \$1,700/year
 - Calendar Year 4: \$1,800/year
 - Calendar Year 5: \$1,900/year
- Negotiators: \$1,200/year
- Command Vehicle Technician: \$800/year
- Dive Team: \$1,200/year
- Public Information Officer: \$500/year
- Civil Unrest and Tactical Support: \$500/year

Members will be paid the bonus once a year. Payment shall be made in the pay period that includes December 1. Members who do not serve in an additional assignment a full calendar year will receive a pro-rated cash bonus in the pay period that includes December 1.

For transition purposes of Dive Team and Public Information Officer, members assigned to those additional assignments will only receive a pro-rata assignment pay bonus for the months of June 2021 to December 2021.

Section 4. Payment of the assignment pay bonus in Sections 1 and 3 is non-discretionary. However, members rotating through a specialty unit, assignment, additional assignment, or any other job or position that may be covered by this Article shall not be eligible for the assignment pay bonus.

Members on any non-Workers' Compensation related leave of absence (including use of sick, vacation, or comp time) for greater than 45 consecutive calendar days will receive pro-rated assignment pay bonus as provided for herein.

Section 5. The selection, assignment to, and/or removal from any specialty unit or additional assignment provided for in Sections 1, 2, and 3 of this Article shall not be subject to any grievance or arbitration regardless of the purpose of such selection, assignment, and/or removal. The City maintains the complete management right of unilaterally assigning members to any specialty unit or additional assignment provided for in Sections 1, 2, and 3 of this Article.

Section 6. Members who voluntarily terminate their employment before the established bonus payment date provided for in Sections 1 and 3, above, shall receive a pro-rated bonus upon their separation date.

ARTICLE 19
SHIFT DIFFERENTIAL

Section 1. Members assigned to patrol Alpha shift or Alpha shift K-9 as their regular assignment are eligible for a non-discretionary shift differential bonus.

Section 2. Within six weeks after completion of a 26-week shift period on Alpha shift, members eligible for shift differential will receive a bonus of \$1,500. The 26-week period begins with the first pay period in January and July of each year. If a member assigned to the patrol Alpha shift or Alpha shift K-9 is transferred on/off the patrol Alpha shift or Alpha shift K-9, the member will be compensated for the time spent on the Alpha shift or Alpha shift K-9, at a pro-rated rate equivalent to \$115 per pay period worked on Alpha Shift, based on the \$1,500 amount semi-annually.

Section 3. The shift differential bonus will not apply to members rotating through Alpha Shift. Members on any non-Workers' Compensation related leave of absence (including use of sick, vacation, or comp time) for greater than 45 consecutive calendar days will receive a pro-rated bonus as specified in Section 2 of this article.

Section 4. Members voluntarily terminating employment with the City or who are transferred out of alpha shift will be eligible to receive a pro-rated bonus.

Section 5. The assignment of shifts shall not be subject to the filing of grievances or arbitration regardless of the purpose of such assignment. The City maintains the complete management right of unilaterally assigning members to a particular shift.

ARTICLE 20
CLOTHING ALLOWANCE

Section 1. A clothing allowance of up to eight hundred (\$800.00) per fiscal year will be provided to bargaining unit members who are permanently assigned to a full-time budgeted position described in section 2 of this Article. Replacement leather items will not be deducted from this clothing allowance. The clothing allowance will be paid in the pay period including October 15 of each year.

- A. A member who is in, or transfers into an eligible position and has satisfactorily passed the 30-day probationary period, may then receive an amount equal to the number of remaining months in that fiscal year times \$65.00, not to exceed \$800.00 per year. A member must be in full pay status in that eligible position a minimum of 10 working days in the month to receive credit for that given month.

Section 2. The following bargaining unit member positions are authorized clothing allowance:

- A. Investigator, Criminal Investigation Component
- B. Investigator, Vice, Intelligence and Narcotics Component
- C. Other members at the discretion of the Chief of Police

Section 3. The City will deduct applicable taxes on clothing allowance.

Section 4. Provisions of this article will be effective upon contract ratification by the City Commission.

ARTICLE 21 HOLIDAYS

Section 1. Law Enforcement Officer members shall be paid, at their regular rate of pay, or convert to annual leave, 104 hours of Holiday pay and Personal Days, 48 hours on June 1 (all holidays from December 1 through May 31 plus one Personal Day) and 56 hours on December 1 (all holidays from June 1 through November 30 plus one Personal Day) of each year. Unit members will be given the option to make this election on May 1 and November 1 of each year. If the unit member elects' payment, regular rate will be determined as of the date of payment. The City will deduct applicable taxes.

The following days shall be considered holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Day
- Two Personal Days

Section 2. Any annual leave conversion is subject to annual leave balance limitations in effect.

Section 3. If the City closes for regular business during regularly scheduled hours, members who were not afforded the time off will be awarded compensatory time in an amount equal to the hours that the City was closed for regular business.

Section 4. Upon separation from employment, members shall receive all accrued but unpaid holiday pay (including one personal day) in their final paycheck from the City.

**ARTICLE 22
LONGEVITY BENEFITS**

Section 1. All members who have been employed with the City on a regular, continuous basis in a budgeted position for a minimum of five years or have completed their fifth year of employment by the end of the calendar year and who are employed on December 1 are eligible to receive the 1% Longevity Pay Bonus. The 1% Longevity Pay Bonus is a one-time payment each year at the rate of 1% of December 1 annual base salary. Any member not in pay status on December 1 will receive the benefit upon returning to pay status.

Section 2. Members hired prior to November 16, 1997 who have served the City on a regular and continuous basis with satisfactory performance for a minimum of ten (10) years of service on a full-time basis are eligible to receive Longevity Merit Pay.

Members shall be eligible to receive 2½% Longevity Merit Pay at the rate of their annual base salary upon completion of their 10th year of service, and an additional 2½% of their annual base salary upon completion of their 15th year of service, and an additional 2½% of their annual base salary upon completion of their 20th year of service.

Longevity Merit Pay is not automatic and shall require a satisfactory or above evaluation and the recommendation of the immediate supervisor and Chief of Police.

In the event an employee is not recommended for a Longevity Merit Pay increase, the employee shall be eligible for reconsideration twelve (12) months subsequent to his/her eligible date.

Section 3. Members hired subsequent to November 15, 1997 who have served the City on a regular and continuous basis with satisfactory performance for a minimum of ten (10) years of service on a full-time basis are eligible to receive an annual Longevity Lump Sum Bonus.

Members will receive a cash Lump Sum Bonus on or about their hire anniversary date beginning with the 10th year hire anniversary as follows:

HIRE ANNIVERSARY	LUMP SUM BONUS
10, 11, 12, 13, 14 yrs.	\$500
15, 16, 17, 18, 19 yrs.	\$1,000
20 plus years	\$1,500

Members not in pay status on their hire anniversary date will receive the benefit upon returning to pay status. Members who terminate from City employment prior to their hire anniversary date will not be entitled to receive the Longevity Lump Sum Bonus.

**ARTICLE 23
PREVAILING BENEFITS**

Section 1. The parties make reference to and endorse those benefits listed in Section 3 of this Article and agree to those policy conditions during the term of this Agreement. Section 4 endorses those practices recognized.

Section 2. It is agreed, the City is not bound to provide benefits not listed within this Agreement.

Section 3. The following sections of general orders are recognized as being subject to bargaining. The remaining sections of all general orders are recognized as operational in nature and may be changed pursuant to Article 5 of this contract.

3.1 General Order 18 (Training)

18.3.8 Reimbursement for Training

A. Department In-Service - None, should be considered a member's regular tour of duty.

B. Eight-hour local training (not requiring overnight lodging) -- lunch per diem

C. Overnight Non-Local

1. Full per diem
2. Travel expenses
3. Lodging expenses

D. Tuition and books

1. Department assigned - Full fees paid by Department upon approval of Chief of Police.

E. If training occurs on a member's regularly scheduled day off, then the member shall be compensated by one of the following methods.

1. Paid overtime
2. Compensatory time
3. Schedule change
4. The member's supervisor will decide which method will be used.

3.2 General Order 20 (Departmental Property - Supplies)

20.3.12 Replacement of Uniform Duty Belts and Related Items

A. Uniformed Department members may replace uniform duty belts that are worn or damaged every 10 years as part of their uniform replenishment. The procedure for this replacement is as follows:

1. All worn and unusable duty belt items must first be inspected by the officer's immediate supervisor prior to any replacement.
2. The officer's supervisor's signature on a purchase request shall designate approval for the replacement.
3. The uniform duty belt item replacement shall become the property of the Department and shall be surrendered upon departure from employment with the Department.

B. No duty belt gear will be issued/reissued to reserve officers. Reserve Officers will be responsible for the purchase and maintenance of their leather gear and firearm.

3.3 General Order 26.3.19 Retirement

Sworn Members: A Coral Springs Police Department badge and identification card marked "Retired". Members who qualify for retirement will receive their issued duty handgun. Members who do not qualify for retirement that desire to keep their issued duty handgun may request to purchase the firearm from the Department for the full replacement cost, as determined by the Department. The Chief of Police shall have the sole discretion whether to sell such handgun to the member that does not qualify for retirement.

In addition, sworn members may keep their original silver badge and gold badge(s) for any rank they achieved during their tenure. Sworn members with three years or more of their time served as a detective will keep their specialty unit badge. Detectives promoted prior to their third year may also keep their specialty unit badge. Detectives who did not complete three years and were not removed or requested to be removed from a detective position may purchase their badge at a fair market value as determined by the Chief of Police or his designee.

The retiring member will be presented with these items by the Chief of Police or his designee. In addition, the member's immediate supervisor will review the retiring member's personnel folder and prepare a summary of the employee's accomplishments. A framed copy of the employee accomplishment summary will be presented, in an appropriate venue, to the retiring member by the Chief of Police.

Section 4. The following practices are recognized:

- 4.1 Sick Leave Donation Pool
- 4.2 Credit Union Payroll Deduction

- 4.3 Savings Payroll Deduction/Direct Deposit
- 4.4 Deferred Compensation Plan (457)
- 4.5 Blood, Donation on Duty
- 4.6 Employee Assistance Program
- 4.7 Attraction Discounts (as or if provided by the vendor to all City Employees)
- 4.8 Health Risk Assessment Testing
- 4.9 Discounts on Annual Memberships to City Operated Facilities
- 4.10 Section 125 Flexible Spending Reimbursement Accounts
- 4.11 The procedures provided for in Section 2-7 of the Code of the City of Coral Springs as it exists on October 1, 2021.
- 4.12 Paid parental leave, City Administrative Policy 06.04.12
- 4.13 Tuition and Professional Certification Assistance Program, City Administrative Policy 06.04.09
- 4.14 Funeral Leave including Bereavement Guidelines, City Administrative Policy 06.04.04
- 4.15 Military Leave, City Administrative Policy 06.11.07
- 4.16 Family Medical Leave Act & Non-FMLA Leaves, City Administrative Policy 06.11.03, provided that the policy follows federal law.

**ARTICLE 24
WAGE AND HOUR**

The City has elected to utilize the 207(K) (also referred to as “7(K)”) option for all or some certified law enforcement employees. Members are required to submit accurate and complete time entries on forms, or a platform provided by the City. Time entries shall cover a 14-day period and shall include time in and out each day. Falsification of these records shall be cause for discipline up to and including termination.

1. For record purposes, a workweek shall begin at 0001 each Saturday and end at 2400 hours the following Friday. An assigned work schedule is defined as the schedule an officer is assigned to work and expected to be present for barring an exigent operational or personal circumstance that would require the need for schedule alteration, flexing, overtime, call out, etc.
2. A normal workday is defined as the hours an officer works pursuant to their assigned work schedule. A pay period is defined as a 14-day period of 80-hours that coincides with the City’s established payroll calendar, in accordance with the FLSA 207(k) option applicable to certified, law enforcement officers.
3. All hours worked shall be rounded to the nearest quarter of an hour, as follows:

MINUTES WORKED or LEAVE USED	TIME CHARGED	
	MINUTES	HOURS
0-7	00	.00
8-22	15	.25
23-37	30	.50
38-52	45	.75
53-60	60	1.00

4. Overtime is defined as all hours worked in excess of the Member’s normal workday. Unless otherwise provided for in this Article, overtime is paid in accordance with Paragraph 3, above. In the event a member utilizes leave of any type to account for absence during their normal workday and they are mandated to report for duty for any reason during the hours in which they are utilizing accrued leave, overtime hours cannot be earned. Additionally, overtime may not be earned for any off-shift detail worked during a member’s normal workday without the consent of the Chief of Police or designee.
5. For members who are designated on-call by the Chief of Police or their designee, each incident of call-out to perform an on-call activity outside of that Member’s normal workday will result in the Member being credited with a minimum of three (3) hours of overtime or compensatory time, provided the member was not on-duty at the point in which the call-out occurred.

6. If a member complies with a subpoena that requires the member to appear either for deposition or in court to give testimony concerning an incident which was related or initiated directly as a result of the member's employment with the Department, that member shall be credited with a minimum of three (3) hours of overtime or compensatory time, provided the member was not on-duty when such appearance was required pursuant to the subpoena. When a member is scheduled to be in Court or in deposition three hours or less before their shift begins, they may only claim the time up to their shift starting time, not the three-hour minimum. Travel time shall not be considered compensable time.
7. If a member receives a subpoena that requires the member to appear either for deposition or in court to give testimony concerning an incident which was related or initiated directly as a result of the member's employment with the Department and the subpoena is cancelled within an hour before its start time, that member shall be credited with a minimum of one (1) hour of overtime or compensatory time, provided the member was not on-duty when such appearance was required pursuant to the subpoena. When a member is scheduled to be in Court or in deposition less than one hour before their shift begins, they may only claim the time up to their shift starting time, not the one hour minimum. Travel time shall not be considered compensable time.
8. If a member is ordered by a supervisor to report to a meeting, that member shall be credited with a minimum of three (3) hours of overtime or compensatory time, provided the member was not on duty at the time of the meeting. When a member is scheduled to be at a meeting three hours or less before their shift begins, they may only claim the time up to their shift starting time, not the three-hour minimum. Alternatively, a member may, with supervisor approval, flex their schedule to start and end their shift early so that the member is on duty during the meeting.
9. Mealtime shall be considered hours worked for officer's subject to response during their meal period.
10. Except for as provided in Section 3, for purposes of computing overtime, leave with pay will be counted as hours actually worked towards a normal workday.
11. Overtime hours shall be compensable by compensatory time or cash payment at the discretion of the Chief of Police or their designee. Compensation by time or cash will be at a rate of 1½ hours for each hour of overtime worked. At the discretion of the Chief of Police or their designee, compensatory time may be accrued up to a maximum of 200 hours.

An employee who separates from the City shall be compensated for unused compensatory time. At the time of payment, employees, or their designated

beneficiaries, shall receive full payment for accrued compensatory time at the employee's current base rate of pay. Under no circumstances shall an employee receive payment for compensatory time in excess of 200 hours.

12. Insofar as possible, the Chief of Police and Command and Unit Supervisory Staff shall arrange the employment and work program of the department in such a way that overtime is not required. However, public necessity or emergency situation may require overtime on the part of City employees. All overtime must be authorized in advance by the Chief of Police or designee. Additionally, members are prohibited from flexing or adjusting their assigned work schedule with the intent of earning overtime. Any change to a member's assigned work schedule that will result in overtime must be approved in advance by the member's supervisor.
13. Attendance at any training course required by the City as essential to employment shall be considered hours worked. Attendance is further defined as time actually spent in training or re-training and does not include study time or time spent in personal pursuits even though the employee is quartered at a training facility during this period.
14. Travel:
 - a. Normal home-to-work travel time, whether at a fixed location or at different job sites, will not be paid or considered as time worked for purposes of overtime computation.
 - b. Travel time that is required by the City and takes an employee outside of Broward, Palm Beach, or Dade county on an overnight basis, shall be counted as compensable time. Travel time is defined as the normal number of hours required to reach the final destination using the most efficient mode and route of travel.
 - c. The mode and route of travel shall be chosen by the Chief of Police or designee, and if this choice utilizes either airplane, train, or bus, time spent traveling between home and the transportation terminal is not compensable.
 - d. If the employee chooses to use a means of transportation other than that chosen by the Chief of Police or designee, then the excess hours actually required to reach the destination will not be paid nor considered as time worked for purposes of over-time computation.

ARTICLE 25
SICK LEAVE, SICK LEAVE
INCENTIVE AND SICK LEAVE PAY OUT AT SEPARATION

Section 1. Sick Leave

DEFINITIONS

1. Immediate Family: Spouse, son, stepson, daughter, stepdaughter, father, stepfather, mother, or stepmother.
2. Payroll Year: Period of time which includes all pay dates that occur during that year as reported to the IRS for income purposes.

POLICY

1. The City requires regular and dependable attendance from its employees. Sick leave is a privilege granted to the employee. Any abuse of this privilege may result in disciplinary action.
2. Sick leave may be granted upon approval of the Chief of Police or their designee for the following reasons:
 - a. Personal illness or accidental injury.
 - b. Personal medical, dental or optical appointments.
 - c. Illness of an immediate family member, not to exceed 48 hours per calendar year unless approved by the Department Director and the Human Resources Director. The Department may request medical certification of such illness.
3. Each member shall accrue sick leave at the following rate of .04616 per hour of paid time.
4. Members shall accrue sick leave credits based on actual hours paid during the pay period, but not to exceed eighty (80) hours in a fourteen (14) day period.
5. A member's accrual of sick leave is limited to 480 hours. After an employee's sick leave accrual reaches the respective limits, he/she may still earn up to 96 hours of sick leave per payroll year, which shall be used for any needed sick time by the employee, sick time donations, or Attendance Incentive Option payment. The employee's sick leave accrual will revert back to the maximum respective cap once the annual sick leave conversion has taken place, or at the end of the payroll year if Attendance Incentive Option is not elected or does not apply.

Part-time employees shall neither accrue nor earn sick leave privileges.

PROCEDURE

To receive compensation for absence on sick leave, the following conditions apply:

1. Notify the immediate supervisor or Chief of Police or their designee no less than one (1) hour before the employee's assigned starting time,. Failure to give proper notice may result in an unexcused, unpaid absence. This provision may be waived by the Chief of Police if the employee submits acceptable evidence that it was impossible to give such notification. When requesting sick leave for medical appointments, the employee must request leave and the leave must be approved by the immediate supervisor in advance of the medical appointment.

A "Request for Leave" form shall be completed any time use of sick leave is requested. This form must be forwarded to the immediate supervisor or Chief of Police for approval.

2. The Chief of Police, or their designee, may, at any time, require a medical certification of the employee's illness before authorizing any use of sick leave credits. After three (3) consecutive workdays of absence, the Department Director shall have the authorization to require a statement by a physician documenting the employee's illness.
3. Where absence due to illness or injury exceeds three (3) consecutive working days, the Chief of Police or their designee shall have the authority to require the member to provide a statement from a physician certifying that the member can perform the essential functions of their position. Although not every instance of 3 consecutive absences falls under FMLA, employees should contact Human Resources for additional FMLA requirements which may be applicable.
4. If the medical certification furnished by the member is not sufficient, the Chief of Police, with the concurrence of the Human Resources Department, may require a medical examination paid for by the City and conducted by a physician selected by the City. Based upon the result of the City physical examination and medical certification, one of the following conditions apply:
 - a. If an employee is evaluated as fit for work, the Chief of Police shall not approve further use of sick leave credits and shall request the employee to work.
 - b. If a member is evaluated as unfit for work, the Chief of Police shall allow the employee to use accrued sick leave credits until such leave credits have been exhausted or until the employee is able to return to work, whichever occurs first. If the employee is medically certified as being unable to work after all sick leave credits have been exhausted, the employee shall be allowed to use accrued annual leave credits before requesting a leave without pay.

5. A member who, upon request by the Chief of Police or their designee, refuses to comply with this Article shall not be eligible to use accrued sick leave credits and any absence from work shall be considered an unexcused, unpaid absence and may result in disciplinary action
6. Members may use or be charged sick leave in increments not less than 1/10 (0.1) of an hour.
7. Sick leave shall only be authorized after it is earned and only to the extent that the member has acquired same.
8. If a member has not accrued sufficient sick leave, accrued vacation leave must be used prior to requesting a leave without pay.
9. Members who become ill while on vacation may request and be granted sick leave provided:
 - a. The member notifies his or her supervisor in the same manner as Paragraph 1, above.
 - b. A physician's certification and leave form must be furnished covering each day of sick leave requested upon the employee's return to work.
 - c. This provision does not apply for an illness of the employee's immediate family. Any exceptions to this paragraph must be approved by the Chief of Police and the Director of Human Resources.

Section 2. Sick Leave Incentive

The Attendance Incentive Option is intended to reward members with exemplary attendance by allowing them annually the ability to convert a portion of their unused sick leave to a lump sum payment for those eligible hours. Determination of eligibility for this incentive shall occur on immediately after the twenty-sixth (26th)_payroll of the payroll calendar year.

Transition for 2022

The Parties agree that the Sick Leave Incentive eligibility for payments for the calendar year 2021 shall be based on the Sick Leave Conversion period provided for in the 2018-2021 Collective Bargaining Agreement.

Calendar Year 2022, 2023, 2024

1. A) Members whose sick leave accrual balance is between 240 hours and 479.99 hours have the option to convert up to forty-eight (48) hours of their sick leave accrual balance to a lump sum payment. The total amount of hours that may be converted shall be reduced by the total number of sick

hours used during the previous six (6) months. Members may donate up to sixteen (16) hours of sick time in the preceding payroll year without reduction to the amount of sick leave accrual that may be converted.

- B) Members whose sick leave accrual balance is 480 hours or greater have the option to convert up to ninety-six (96) hours of their sick leave accrual balance to a lump sum payment.
2. Conversion of sick leave accrual must be taken in one (1) hour increments. For the avoidance of doubt, members who have less than one (1) hour of time able to be converted do not qualify for the sick time incentive provided for above.

PROCEDURE

1. City staff will review the attendance records of all eligible employees in order to prepare a list of those eligible.
2. Employees who elect the lump sum payment option will receive a check in February and payment will be made at the hourly rate in effect on the payroll when the incentive payment is issued.
3. Each employee must respond by the specified deadline to the Human Resources memorandum indicating the option chosen. If no option is selected, the default is a lump sum payment.

Section 3. Sick Leave Pay Out at Separation

POLICY

1. Payments for unused sick leave will be as follows:

Members with at least 90 hours of unused sick leave on the date of separation will be paid 50% of their unused sick hours.
2. Members will be compensated for accrued unused sick hours at their base hourly rate upon retirement or separation with a lump sum payment.
3. Beyond the established termination date, a recipient of this benefit is no longer considered an employee of the City.
4. The payments made pursuant to this section shall not be used in determining the average final compensation of an employee in a City Pension Plan.
5. In the case of death, payments will be made as designated on the most recent "Designation of Beneficiary for Final Pay" form as filed in the Human Resources Department.

ARTICLE 26
BODY WORN CAMERAS

Section 1. The City shall not amend General Order 69 to require constant uninterrupted activation and recording of an officer's entire shift. Body cameras shall be activated manually by an officer, pursuant to the Policy, or automatically by current or future technology, during any law enforcement activity.

Section 2. The City shall not amend the General Order 69 to prohibit officers from reviewing any and all videos that were recorded on their issued body camera. The foregoing shall not prohibit the City from amending General Order 69 to comply with future laws, court orders, and case law. In the event that a future law, court order, or case law prohibits officers from reviewing body camera video, the City may immediately amend the policy to be compliant with the law.

Section 3. The City shall not amend General Order 69 to authorize supervisors to review body camera videos with the sole intent to search for a violation of policy unless such search is founded upon a complaint or a reasonable suspicion of a policy violation. The foregoing shall not limit the ability of supervisors to audit the activations and videos of an officer to determine whether that officer is complying with the activation requirements of the body camera policy.

Section 4. The City shall compensate officers for time spent completing administrative tasks and/or other required procedures related to the use of the body camera if such time is required by a supervisor to occur outside of their normal shift.

**ARTICLE 27
RESERVED**

**ARTICLE 28
PREMIUMS –
RETIREES AND DISABLED EMPLOYEES**

To specify situations where health insurance benefits will be provided to former employees and at what premiums those benefits will be provided. In the event of disability, income replacement is available to employees through the City's long-term disability insurance policy, City of Coral Springs Police Pension Plan and/or Social Security. Employees should consult specific plan documents or policies for eligibility criteria.

DEFINITIONS

1. Regular Full-Time Employee: An individual occupying a budgeted position and scheduled to work a regular forty (40) hour work week.
2. Regular Retired Employee: A former regular full-time employee who meets the criteria for retirement as specified in the City retirement plan in which the employee is a member.
3. Service Incurred Disabled Employee: A regular full-time employee who qualifies for permanent or long-term disability under the City's long-term disability insurance policy or through the Police Officer's Pension Plan as a result of an occupational accident or as defined by Worker's Compensation parameters, while in the performance of duties for the City.
4. Non-Service Incurred Disabled Employee: A regular full-time employee who qualifies for permanent or long-term disability under the City's long-term disability insurance policy, except as defined in section 3, Service Incurred Disabled Employee.
5. Dependent Family: The immediate family, defined as spouse and/or children, covered on the city's health plan on the date of an employee's retirement or disability.
6. COBRA: The Consolidated Omnibus Reconciliation Act of 1985. This Act requires that a group health plan offer continuation coverage to people who would otherwise lose coverage as a result of certain events. These events include, among other events, termination of employment due to death or disability.

POLICY

1. Retiree health insurance shall be available to regular full-time employees retiring from continuous service to the City and their dependent family at 50% of the premium costs associated with health insurance coverage.

The above rates are in effect until the retiree reaches the age of Medicare eligibility. After reaching Medicare eligibility, the retiree may continue City health insurance as a Medicare supplemental policy, paying 100% of the premium costs associated with health insurance coverage.

If the retiree is subsequently employed and is eligible to receive health insurance from the new employer, said insurance shall be primary for the retiree and any eligible dependents and the insurance provided by the City, if elected, shall be secondary for so long as the retiree remains eligible for the insurance provided by the new employer. If the other employment ends, the retiree would be able to elect City health plan coverage as primary again. If secondary coverage is elected, the retiree shall pay 100% of the premium costs' association with health insurance coverage.

A retiree cannot "upgrade" coverage after their retirement date, i.e. elect dependent coverage if at retirement they have single coverage. Upon Medicare eligibility the retiree may elect City coverage as a Medicare supplemental policy at the rates effective at that time.

2. Service Incurred Disabled Employees (including active DROP participants) and Dependent Family will be permitted to continue their health insurance coverage with the City at active employee premium rates until the employee is entitled to receive Medicare benefits. Upon Medicare eligibility, the service incurred disabled employee will be treated as a retiree (see Policy section 1). This coverage will remain in force for so long as the long-term disability carrier continues to pay disability income benefits.
3. Non-Service Incurred Disabled Employees and Dependent Family will be permitted to continue their health insurance coverage, as provided by law, under COBRA.
4. Life insurance and long-term disability coverage provided by the City will be discontinued upon retirement or disability. However, life insurance, long term disability and other coverages, if any, may be continued by the employee at his sole cost if permitted by the carrier. Information about these policies will be available through the Human Resources Department.
5. In the case of employee death, other than resulting from service incurred injury, the Dependent Family, if covered on the health plan, will have health insurance coverage sponsored by the city at active employee rates for thirty (30) days following the death. After thirty (30) days, the family will be permitted to continue their health insurance as provided by law, under COBRA.

In case of employee death resulting from service incurred injury, the Dependent Family will remain eligible for health coverage in the same fashion set forth in paragraph 2 of the Policy for Service Incurred Disabled Employees. This coverage will continue for the surviving spouse until such time as the surviving spouse is

eligible for other coverage through an employer, re-marries or reaches the age of Medicare eligibility. This coverage will continue, at active employee rates, for dependent children for so long as they remain eligible for coverage under the City's health plan (to age 26). Dependent coverage may be continued from age 26 to 30 for the full (unsubsidized) cost of coverage as long as the dependent meets criteria pursuant to Florida Statute.

PROCEDURES

1. The Regular Retired Employee Service Incurred or Non-Service Incurred Disabled Employee, or Dependent Family will receive information from the Human Resources staff regarding the continuation of coverage, the payment amount and payment due date, coverage limitations, etc.
2. The Regular Retired Employee Service Incurred or Non-Service Incurred Disabled Employee, or Dependent Family will be responsible for making timely payments for the insurance coverage; two late payments of more than thirty (30) days will result in cancellation of coverage.

ARTICLE 29
Off-Shift Employment

- A. Police officers performing off-shift police services shall comply with all Department Directives concerning uniform standards, personal appearance and conduct.
- B. While assigned to off-shift police service, officers shall only carry their authorized on-duty weapon.
- C. Police officers performing off-shift police services who fail to meet their obligations, may be relieved from the assignment after documentation of their actions.
- D. Police officers who are relieved from duty pending an investigation, administrative action, or as a result of disciplinary action, shall not perform off-shift police services. An officer on light duty status or completing the Field Training Officer Program shall not be permitted to accept off-shift police assignments.
- E. If any Police Department supervisor determines that an officer is unfit for duty because the officer has worked too many off-shift police details, that supervisor shall submit, in writing, to the Police Chief through the chain of command, the substantiating facts and specific instances of conduct which render the officer unfit for duty. The Chief of Police, after reviewing the information, may, if he deems it necessary, prohibit the officer from working off-shift police services for any period of time he feels is required.
- F. Officers shall work off-shift police services with the explicit understanding that they are subject to emergency recall to on-duty status.
- G. It shall be the responsibility of each officer to report all off-shift employment income to the appropriate government agencies.
- H. It shall be the responsibility of each member to prepare any activity logs, reports, and/or memos required by the permit holder, and as indicated on the detail slip furnished by the detail office. Required activity logs, reports, signed detail slips and/or memos shall be submitted to the detail office within 72 hours in the format required by the detail office. Members who accept a detail from another member shall furnish the necessary paperwork to the Special Detail Officer within 72 hours after the detail has been worked.
- I. Officers may not leave their detail site for personal breaks during details lasting four hours or less. For details lasting longer than four hours officers may leave their detail site for a personal break not to exceed fifteen (15) minutes, when necessary, after advising dispatch, and with supervisory approval. Breaks taken away from the detail site must be taken at a location as close to the detail site as possible. No break shall be taken during the first and/or last hour of service.
- J. The following disciplinary action shall be taken for tardiness, failure to prepare required paperwork, unauthorized breaks, failure to report to a detail and leaving a detail without proper authorization or relief.

1. Officers who report late for an off-shift detail or fail to furnish the required paperwork in the required time frame shall:

- On the first offense receive a Record of Discussion
- On the second offense (within one year of the first offense) be removed from the detail list for a period of three (3) months and will not be authorized to work any off-shift details during that time-period and receive a written reprimand.
- On the third offense (within one year of the first offense) be removed from the detail list for a period of one (1) year, will not be authorized to work any off-shift details during that time-period, and the offense shall be sent to Internal Investigations for follow-up with the possibility for further disciplinary action.

2. Officers who take an unauthorized break, leave without authorization, or leave an off-shift detail at the end of their shift before their relief arrives (for those details that a relief is scheduled and indicated on the detail slip) shall:

- On the first offense receive a Record of Discussion
- On the second offense (within two years of the first offense) be removed from the detail list for a period of three (3) months, will not be authorized to work any off-shift details during that time-period, and receive a letter of reprimand.
- On the third offense (within two years of the first offense) be removed from the detail list for a period of six (6) months, will not be authorized to work any off-shift details during that time-period, and the offense shall be sent to Internal Investigations for follow-up with the possibility for further disciplinary action.

3. Officers who fail to report for an entire off-shift detail have failed to report for duty and shall:

- On the first offense receive a Record of Discussion.
- On the second offense (within two years of the first offense) be removed from the detail list for a period of six (6) months, will not be authorized to work any off-shift details during that time-period, and receive a letter of reprimand.
- On the third offense (within two years of the second offense) be removed from the detail list for a period of one (1) year, will not be authorized to work any off-shift details during that time-period, and receive a one (1) day suspension.

Note: Any discipline associated with any infraction listed above will be dated from the date of the off-shift detail during which the violation occurred. The Chief of Police, or their designee, may allow a member who has been temporarily suspended from working off-shift details to work an off-shift detail if it is in the best interest of the Department.

K. The Chief of Police shall have the authority to prohibit any member of the Coral Springs Police Department from working off-shift police services, for cause.

L. Officers shall not respond to calls away from their assigned detail site unless dispatched as primary or back-up due to an emergency situation or their assistance is requested by a Patrol Supervisor.

M. If a detail has already been selected and a conflict exists, it will be the member's responsibility to transfer the assignment to another detail member. If a department conflict exists, the member's supervisor will notify the Special Detail Office and assist in transferring the assignment to another member.

ARTICLE 30 PERFORMANCE EVALUATION
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POLICY:

The City of Coral Springs has established a system to evaluate and recognize employee performance. Through employee performance evaluation, it is also the City's objective to improve employee productivity, employee/supervisor communications, and encourage the use of the evaluation as a tool for employee development counseling.

Non-probationary members who have not reached the top of their pay range (exclusive of longevity) will receive increases as specified in Article 12, Wages, on their anniversary date, with an overall performance evaluation rating of Satisfactory or above.

PROVISIONS:

1. Performance evaluations shall be completed on employees to rate the efforts of work performance in each category of responsibility for a specific period of time.
2. The immediate supervisor who has direct knowledge of an employee's performance and who completes a performance evaluation form shall be known as a "rater". Raters shall provide supporting comments to explain the rating assigned to each category.
3. All members shall receive a performance evaluation annually or as frequently during the year as deemed to be necessary during the employment relationship.
4. The effective date of any change of status such as promotion, reclassification or demotion shall become the new job anniversary date for the employee.
5. Each new employee will be subject to a minimum one-year initial probationary period. Employees experiencing a promotion or demotion during the employment relationship will be subject to a minimum one-year position probationary period starting from the effective date of a promotion or demotion status change. If completed successfully, this date becomes the employee's job anniversary date. Any new employee who is promoted or demoted prior to successfully completing the entire initial probationary period shall begin a new one-year minimum initial probationary period starting with the effective date of the change of status. Probationary periods may be extended up to six (6) months by the department director.
6. The performance evaluation is the most common method to determine whether an employee is successfully passing a probationary period. Once the director has determined that a probationary period has been successfully passed, an employee is a regular City employee.

7. Performance evaluations for longevity merit as defined in Article 22 of this Agreement will not affect an employee's job anniversary date or eligibility for a merit increase at the job anniversary date. An "other" type of performance evaluation should be completed for longevity merit purposes.
8. An employee promoted at any time prior to their next regularly scheduled performance evaluation date will receive a prorated increase (see Article 12), prior to their promotional increase.

TYPES OF PERFORMANCE EVALUATIONS:

1. **INITIAL PROBATIONARY PERIOD PERFORMANCE EVALUATIONS:** The initial probationary period is defined as a minimum one-year period beginning from either the date of employment or, if a promotion or demotion is experienced during this first year, the initial probation period begins again for a minimum of one year from the effective date of the change of status. Generally, there will be two (2) evaluations during this period. The first one will be completed at six (6) months into the initial probationary period. The second one will be completed at the end of the initial probationary period. If the initial probationary period is successfully passed, the employee will acquire regular status, and this date will become his/her job anniversary date. If, at any point, an employee is not successfully passing a probationary period, the employee's probationary period may be extended by the department director for up to six (6) months or the employee may be dismissed without an administrative hearing. Upon successfully passing the initial probationary period, the employee will also be eligible for a merit increase as specified in Article 12, Wages. Eligibility, however, does not indicate that an increase is automatic.
2. **ANNUAL PERFORMANCE EVALUATION:** This evaluation shall be conducted annually within thirty (30) days of employee's job anniversary date. Approved merit increases may be awarded as a base salary adjustment. Eligibility for a merit increase does not indicate an increase is automatic.
3. **POSITION PROBATIONARY PERIOD PERFORMANCE EVALUATION:** The position probationary period is defined as a minimum one-year period starting from the effective date of a promotion or demotion status change experienced during the employment relationship. The position probationary period performance evaluation shall be completed on each employee experiencing a promotion or demotion.

Generally, there will be two (2) evaluations during this period. The first one will be completed at six (6) months into the position probationary period. The second one will be completed within thirty (30) days of the job anniversary date. If the employee does not successfully pass the position probationary period, the employee may be returned to the previous or to a comparable classification at the previous rate of pay earned in the lower position. If the position probationary period is successfully passed, the employee will be eligible for a merit increase as a base salary adjustment. Eligibility, however, does not indicate that an increase is automatic.

4. **OTHER PERFORMANCE EVALUATION:** These types of evaluations may be conducted at any time during the employment relationship for meritorious recognition, for possible promotional consideration, or for providing notice to the employee that corrective performance measures are needed immediately to attain a satisfactory performance level in the employee's current capacity.

Six-month, initial probationary period, annual and position probationary period performance evaluations are usually generated by Personnel. Longevity merit performance evaluations or other types of "other" performance evaluations must be requested by a department director.

PROCEDURES:

1. Approximately one month prior to a six (6) month date or a job anniversary date, the personnel department will issue the appropriate type of performance evaluation form to the department. Every department is responsible for ensuring that a performance evaluation has been given on all eligible employees. If a performance evaluation has been omitted, the department shall inform personnel immediately. Longevity merit performance evaluations or any other kind of "other" performance evaluations are not automatically provided; the department director must request a form from personnel.
2. The rater may wish to review the forms, procedures, guidelines, applicable class specifications, and any notes or records kept on the employee during the rating period. The performance evaluation should then be used as a management tool to improve productivity and employee/supervisor communications, with impartial ratings on the employee's performance, considering all major areas of responsibilities. Specific examples of strengths, areas for improvement and supporting comments should be provided in a clear and concise manner. Any recommendations resulting from the performance evaluation should be clearly indicated on the performance evaluation form.
3. Once completed by the rater, the performance evaluation is submitted through proper levels to the department director for endorsement. Upon endorsement of the recommendations by the department director, the employee should be contacted by the rater for a performance evaluation conference to discuss the performance evaluation.
4. A reasonable amount of time should be planned to properly conduct the performance evaluation conference. Employee development and growth discussions are encouraged, in addition to recapping of benefits and policies. If possible, this performance evaluation conference should occur sometime in the sixth month in a classification or at least two (2) weeks prior to the employee's job anniversary date, depending upon the type of evaluation.
5. To maximize the performance evaluation, explanations or definitions of what satisfactory performance equates to, and steps to achieve this goal should be discussed with the employee.

6. Once the performance evaluation conference has concluded, the employee shall sign and date the performance evaluation indicating that the performance evaluation conference has taken place, even if the employee is not in agreement with the evaluation. If an employee refuses to sign the evaluation form, the rater should so indicate it on the employee signature line and sign below it. Employees may submit their comments on a separate sheet for inclusion with the performance evaluation in the official personnel records. The performance evaluation should be forwarded through the department director to the personnel department, along with the proper form recommending a merit increase, if applicable, five (5) working days prior to the employee's recognized job anniversary date. A copy of the performance evaluation may be provided to the employee.
7. Employees whose recognized job anniversary date falls in the first seven (7) days of the pay period will have any applicable salary adjustment effective that current pay period; those in the last seven (7) days of the pay period will have their applicable salary adjustment effective with the next pay period.
8. Supervisors are encouraged to further employee/supervisor communications with the employee.

MERIT INCREASE APPEAL PROCEDURE:

1. Employees have the right to appeal the denial of a merit increase within five (5) working days of the date the performance evaluation is signed by the employee.
2. Appeals shall be made in writing to the department director and shall state the reasons for disagreement. In cases where the rater is the department director, the appeal shall be made through the department director and the director of personnel.
3. In all cases, the director of personnel must be notified by the applicable department director of any merit increase appeals.
4. Upon receipt of an appeal, the department director shall plan for and conduct the merit increase appeal conference. The merit increase appeal conference shall occur within ten (10) days of receipt of the appeal. The employee, the rater, and all endorsement signers whose signature appears on the performance evaluation shall attend the appeal conference conducted by the department director. In cases where the department director is the rater, the director of personnel shall conduct those conferences.
5. The department director shall be the final authority on all such appeals, except where the director of personnel has conducted the appeal conference. In this case, the director of personnel shall be the final authority.

6. The department director shall provide the employee with a written statement of the final decision containing the basis for the decision within ten (10) days of the appeal conference.
7. All time limits are subject to an extension at the discretion of the appropriate director provided that written notice of the extension is given to the employee.
8. Copies of all appeal recommendations and decisions shall be placed in the employee's official personnel records.

ARTICLE 31 JURY DUTY

PURPOSE

The City recognizes jury duty as a civic responsibility and therefore urges all employees to fulfill this obligation. An eligible employee may receive their pay in an amount equal to their regular workday schedule (not to exceed 11.43 hours per day) from the City for satisfying this civic duty.

ELIGIBILITY

All regular full-time City employees are eligible for this privilege.

PROVISIONS

Jury duty leave may be authorized for eligible employees who may be required to serve jury duty on a regularly scheduled employee workday, provided that such leave is requested in advance from the respective Department Director.

PROCEDURE

1. An employee must promptly present the Jury Duty Summons Notice in advance as proof of a need for Jury Duty Leave to the respective Department Director. Only employees presenting such advance notice may be eligible for pay from the City in an amount equal to their regular workday schedule (not to exceed 11.43 hours per day) for their regularly scheduled workday which jury duty falls on.
2. An employee may retain the mileage reimbursement and the daily statutory fee received from the court for performing this civic duty.

**ARTICLE 32
RESERVED**

**ARTICLE 33
RESERVED**

ARTICLE 34
PERSONAL EFFECTS

Section 1. This Article will govern and limit the City's obligation to replace or reimburse unit personnel for the loss of or damage to, personal property or effects.

Section 2. The City shall have no obligation in any case where the Officer's negligence, carelessness or willful conduct contributed to cause the loss or damage.

Section 3. The City shall have no obligation unless the loss or damage occurred while the owner was on duty and in the line of duty.

Section 4. The following are the items for which the officer may claim reimbursement or replacement, and the limits of the reimbursement or replacement obligation.

- A. Authorized weapon or leather. The City may choose to replace the actual make and model lost or damaged, or to reimburse the officer for its value.
- B. Buck knife- - the item is to be repaired or replaced, at the City's choice, at actual cost of repair or replacement.
- C. Eyeglasses or contact lenses. Prescription eyeglasses or contact lenses are to be repaired, if feasible, or replaced, at the City's option, at actual cost of repair or replacement. The City will pay up to \$36.00 dollars to repair or replace sunglasses.
- D. Jewelry. The City will not pay for the repair or replacement of any jewelry other than one watch or one watchband, at a cost of not more than \$48.00 for a watch or \$18.00 for a watchband. Repair or replacement is to be at the City's option.
- E. Clothing. Employees who are authorized to wear civilian clothing while on duty will be compensated for the following items at the following rates:
 - 1. Trousers/skirts - not to exceed \$36.00
 - 2. Shirts/blouses - not to exceed \$30.00
 - 3. Jackets/sweaters - not to exceed \$60.00
 - 4. Shoes – not to exceed \$60.00
 - 5. Other clothing will be department-issued uniforms.
- F. Dive Equipment. Authorized dive equipment that has not been issued by the City will be repaired at actual cost. If replacement in the judgment of the City is warranted, the cost limit will be \$100.00 per item.

- G. The City will not reimburse employees for repair or replacement of any items of personal property or personal effects except as stated above, unless the item lost or damaged was being used at the time while on duty and in the line of duty and was so used pursuant to specific prior written approval from the Chief of Police, which approval must be on file in the department at the time when a request for reimbursement is made. In such cases, reimbursement will be for actual cost of repair, replacement or substitute of equal quality, at the City's option.
- H. The terms "loss" and "damage" do not include ordinary wear and tear.
- I. In all cases, the City shall have the option, when repair is not feasible, to reimburse the officer for the value of the item rather than the cost of replacement, or to pay for a substitute item of equal or greater value if for any reason the City determines that replacement of the actual make, or model is not feasible.

Section 5. Procedure for Reimbursement:

- A. Within 3 working days of the date of loss or damage, or within 3 working days of the date when the officer if disabled, becomes able to do so, the officer must file an Incident Report stating the facts related to the loss or damage. This report must be approved by the officer's immediate supervisor.
- B. The requesting employee will submit in writing a request for reimbursement for the stated loss or damage.
- C. The report and request will be forwarded through the chain of command to the Risk Management Coordinator for processing.
- D. Upon completion of processing, the requesting employee will be issued a check for the amount required by this Article.
- E. The requesting employee will be responsible for purchasing the replacement item or having the damaged item repaired, and to forward receipts for same to the Risk Management Coordinator.

**ARTICLE 35
ADVANCED/MASTER LEO PROGRAM**

Section 1. The purpose of the Master Law Enforcement Officer Program is to promote and acknowledge the value of a well-rounded, high performing officer through the provision of an alternative method for career opportunities. The Program creates two new levels of Law Enforcement Officer: Advanced Officer and Master Law Enforcement Officer.

Section 2. Additional compensation for attainment of Advanced Officer or Master Law Enforcement Officer are \$2,000.00 and \$3,000.00, respectively. These amounts are to be paid as lump-sum cash bonuses annually. Members must re-qualify every two years to continue receiving this cash bonus.

Section 3. General Order 55, entitled “Master Law Enforcement Officer Program” is set forth in Section 4 of this Article. This General Order may be changed at any time by the Chief of Police and Section 4 of this Article will be deemed to have changed when General Order 55 changes. Administrative procedures relating to this program will be developed by the Chief of Police.

Section 4.

GENERAL ORDER

MASTER LAW ENFORCEMENT OFFICER PROGRAM GENERAL ORDER - 55
Implementation Date: 10/01/2015
Revokes: GO 55 and GO 55A

Note for Transition- members within one year of renewal: Any member having to attempt renewal within one year of enactment of this new version of GO 55 will renew under the current terms of 55 or 55A, whichever is applicable. Upon implementation, each member will provide to the Master LEO Board Chairman, and audit of the five basic continuing education classes defined in this order as:

- Radar Speed Measurement
- Narcotics Identification
- Criminal Law
- Case preparation and Courtroom Testimony
- Basic Interview Class
-

If a member has not yet taken all these courses they must complete this list, taking at least one course (on or off duty) per year until all classes are complete or show documentation showing an attempt to take one of the courses that was denied. In the event a member is in a specialty unit where completing any of these courses is not beneficial for their career development the member will meet with the Chairman of the Master LEO board and together they will determine which course(s) should be eliminated

and what course(s) will be added as part of their career development. This plan will be documented in a Letter of Understanding by the Chair and must be included with renewal paperwork, along with any school certifications obtained.

Note for Transition- members more than one year from renewal: Any member having to attempt renewal more than one year from the implementation of this new version of GO 55 will renew under the terms set forth in this version of GO 55. Upon implementation each member will provide to the Master LEO Board Chairman an audit of the five basic continuing education classes defined in this order as:

- Radar Speed Measurement
- Narcotics Identification
- Criminal Law
- Case preparation and Courtroom Testimony
- Basic Interview Class
-

If a member has not yet taken all these courses they must complete this list, taking at least one course (on or off duty) per year until all classes are complete or show documentation showing an attempt to take one of the courses that was denied. In the event a member is in a specialty unit where completing any of these courses is not beneficial for their career development the member will meet with the Chairman of the Master LEO board and together they will determine which course(s) should be eliminated and what course(s) will be added as part of their career development. This plan will be documented in a Letter of Understanding by the Chair and must be included with renewal paperwork, along with any school certifications obtained.

****Note-** Both sections above can be removed from the General Order once all current Master/Advance LEO's are transitioned to the new plan.

55.1 INTRODUCTION

The mission of the Master Law Enforcement Officer Program is to promote career development and encourage volunteer community involvement.

Candidates are expected to achieve and maintain the level of a well-rounded, high performing officer and to share the knowledge and experience with others once this level has been obtained.

55.2 DEFINITIONS

None

55.3 POLICY/PROCEDURE

55.3.1 Program Format

A. There are two levels and time frames to the program:

1. Advanced Officer - 5 years:
 - Apply for title after completion of fifth sworn year
2. Master Law Enforcement Officer – 8 years:
 - Apply for title after completion of eighth sworn year

55.3.2 Mandatory Requirements

A. Advanced Officer

1. Completed 5 years sworn with CSPD
2. Received Satisfactory Evaluations w/ no less than 50% of individual categories rated as commendable, per year, for the two years prior to applying.
3. Education- bachelor's degree and successfully completed (on or off duty) five of the following continuing education courses:
 - a. Radar Speed Measurement
 - b. Narcotics Identification
 - c. Criminal Law
 - d. Case preparation and Courtroom Testimony
 - e. Basic Interview Class
 - f. Other course(s) based on prior approval of the Chairman of the Master LEO board. This applies to members already in specialty units, where the completion of classes included in the above list does not aid in their development. Those members must meet with the Master LEO Chairman prior to applying for Master LEO to determine what classes will be replaced. These will be documented in a Letter of Understanding. The Master LEO Chairman will keep a running list of approved classes for the Education requirement
4. Major Involvement- Earn 3 points, from more than one of the two categories, which are: Department Involvement, and Assignment Responsibilities.
5. Community Service Hours – Earn 1 point for off duty participation. The supervisor of any event will provide a sign off sheet detailing the event, date and hours spent by the members. Examples of these events include but are not limited to Thanksgiving Baskets, Shop with a Cop, Special Olympics events, etc. It is recommended that members inquire with the Master LEO Chair prior to participation to ensure the event will meet this requirement. The Master LEO chair will maintain a list of approved events.
6. Earn a minimum of three elective points.
7. Meetings- Must attend one City Commission meeting or any workshop/meeting in which the budget is presented or ratified. This must be done off duty. Members must provide a sign off sheet that would be signed by a member of the command

staff verifying their attendance. Officers assigned to the V.I.N. Unit may view the broadcast and meet with the Chief or Deputy Chief within one week of the scheduled commission meeting to be credited for attending.

B. Master Law Enforcement Officer

1. Completed 8 years sworn with CSPD.
2. Received commendable or above evaluations for the previous three years with at least 75% of the categories rated as Commendable or above in each evaluation
3. Education- bachelor's degree and successfully completed (on or off duty) five of the following continuing education courses:
 - a. Radar Speed Measurement
 - b. Narcotics Identification
 - c. Criminal Law
 - d. Case preparation and Courtroom Testimony
 - e. Basic Interview Class
 - f. Other course(s) based on prior approval of the Chairman of the Master LEO board. This applies to members already in specialty units where the completion of classes included in the above list does not aid in their development. Those members must meet with the Master LEO Chairman prior to applying for Master LEO to determine what classes will be replaced. These will be documented in a Letter of Understanding. The Master LEO Chairman will keep a running list of approved classes for the Education requirement
4. One of the following (in addition to the Education requirements in (3) above):
 - a. Completed Master's degree
 - b. 120 Hours of continuing education courses (taken on/off duty) that:
 - i. Are designated as salary incentive by FDLE, or
 - ii. Are pre-approved by the Chairman of the board and are aimed at career development. The candidate should meet with the Master LEO chair at least one year prior to applying to ensure applicability of classes.
5. Major Involvement- Earn 5 points, from more than one of the two categories, which are: Department Involvement and Assignment Responsibilities.
6. Community Service Hours – Earn one point for off duty participation. The supervisor of the event will provide a sign off sheet detailing the event, date and hours spent by the members. Examples of these events include but are not limited to Thanksgiving Baskets, Shop with a Cop, Special Olympics events, etc. It is recommended that members inquire with the Master LEO Chair prior to participation to ensure the event will meet this requirement. The Master LEO chair will maintain a list of approved events.
7. Earn a total of 4 elective points.
8. Meetings- Must attend one City Commission meeting or any workshop/meeting in which the budget is presented or ratified. This must be done off duty. Members must provide a sign off sheet that would be signed by a member of the command staff verifying their attendance. Officers assigned to the V.I.N. Unit may view the

broadcast and meet with the Chief or Deputy Chief within one week of the scheduled commission meeting to be credited for attending.

55A.3.3 Categories and Points for Eligibility

A. Continuing Education Classes

1. Classes that are designated as salary incentive by FDLE
2. Are pre-approved by the Chairman of the board. The Chairman will maintain a list of all preapproved courses.
3. Education will be counted for on and off duty classes
4. Basic Academy training will not be counted as vocational training.

B. Major Involvement

1. Department Involvement:

Policy/Program Steering Committee	1-2 pts
(Based on nature, complexity, and duration of Committee and decided by the discretion of the Board.)	
Policy Review Committee	2 points
Accreditation Team	1 point
Department Recognition Committee	2 points
Motor Crash Review Board	2 points
Safety Committee	2 points
Response to Resistance Board	2 points
Training Committee	1 point
Dept. Sponsored Competition	.5 point
Master LEO Board	2 points
Assignment Transfer	2 points
Computer Committee	2 points
Committee sanction by Chief	1-2 points
Other (discretion of the Board)	1 point
Oral Boards	1:3 boards

2. Assignment Responsibilities:

Must serve in an active capacity for at least 1 year or term of special task force and not as primary job assignment.

Field Training Officer	1 point
Special Weapons and Tactics Team	1 point
G.R.A.D.E. Officer	1 point
Explorers' Advisor	1 point
Department Training Instructor	1 point
Honor Guard	1 point
Dive Team	1 point
Light Force	.5 point

Breath Test Operator	.5 point
Command Vehicle technician	.5 point
Crisis Intervention Team	.5 point
Staff Inspection Team	1 point
Emergency Management Team	1 point
FOP Board Member	1 point
Other (discretion of Board)	.5 point

C. Community Service Hours:

Off Duty Service Hours	1 Pt: 40 Hours
Self-Initiated Community Problem Solving Project	.25 to 1 point

(Based on the nature, complexity, and duration of the project and determined by the discretion of the Board)

Military:

Active Reserves	1 point
National Guard	1 point
Sports Org- Coach Full Season	1 Pt.: Season
Other	.5-1 Point

(Discretion of Board w/prior approval)

D. Elective Points

1. Prior Law Enforcement
(Maximum of 2 points)

1:5 years

2. Safe Driving Record
(Consecutive)

1:2 years

3. No Sick-Leave Use
(Consecutive)

½:1 year

4. Department Recognition (maximum of 5 points):

- Letter of Commendation .5:each
- Community Involvement 1:each
- Administrative Service 1:each
- Exceptional Police Initiative 1:each
- Component/Unit Citation 1:each
- Lifesaving Commendation 2:each
- Meritorious Police Duty 2:each
- Police Combat 3:each
- Officer of the Year 3:each
- Valor 4:each
- Other (discretion of Board) up to 2 points (maximum)

- | | |
|-------------------------|-----------|
| 5. Organization Officer | 1:2 years |
| 6. Donate Blood | .5:1 year |

55A.3.4 Proficiency Format

Upon achieving the title of Advanced or Master Law Enforcement Officer, an officer must reapply every two years, in the quarter of their anniversary date. Applications submitted to the Board must include the Application for Advanced/Master Law Enforcement Officer. Should the Board find that some documentation was inadequate; the Board shall allow them 7 calendar days to furnish the necessary paperwork to gain their proficiency. If the proficiency requirements are still not met, the applicant will not be able to reapply until the following quarter, which, if approved, will then become their new anniversary date. Applicants that wish to upgrade their status from Advanced to Master LEO must apply in the quarter of their anniversary date. The date that Master LEO status is granted will then become their new anniversary date.

A. Requirements to maintain Advanced Officer status in the program:

1. Education

- a. Complete two College or master’s level classes at an accredited university during the previous two years prior to renewal, or
 - b. Complete 80 Hours of Continuing education classes at a State-run Criminal Justice Institute or through a privately-run course that is preapproved by the Master LEO Chairman. The class must be pertinent and further development in the member’s current role. The classes must be completed during the previous two years prior to renewal. Classes can be taken on or off duty. These classes may include the five prerequisite classes if a member is in the process of complying with the new Master LEO program requirements.
 - c. After three consecutive renewal periods the education requirement is waived.
2. Community Service– Earn one point. The supervisor of the event will provide a sign off sheet detailing the event, date and hours spent by the members. The hours must be earned during the two years before the renewal application.
 3. Earn two points in Major Involvement and two Elective Points during the two years prior to submitting for renewal.
 4. Meetings- Must attend one City Commission meeting or any workshop/meeting, annually, in which the budget is presented or ratified. This must be done off duty. Members must provide a sign off sheet that would be signed by a member of the command staff verifying their attendance. Officers assigned to the V.I.N. Unit may view the broadcast and meet with the Chief or Deputy Chief within one week of the scheduled commission meeting to be credited for attending.
 5. Evaluations- Maintain at least 50% of the categories rated “Commendable” or above for the two years leading up to renewal.

B. Requirements to maintain Master Law Enforcement Officer status in the program:

1. Education

- a. Complete two College or master's level classes at an accredited university during the previous two years prior to renewal, or
 - b. Complete 80 Hours of Continuing education classes at a state-run Criminal Justice Institute or through a privately-run course that is preapproved by Master LEO board. The course must be pertinent and further your development in your current role. Classes must be completed during the previous two years prior to renewal. These classes may include the five prerequisite classes if a member is in the process of complying with the new Master LEO program requirements, or
 - c. After three consecutive renewals Education is waived.
2. Community Service– Earn 1 Point. Hours must be documented on a Department Training log and signed off on by the member coordinating the event. The hours must be earned during the two years before the renewal application.
 3. Earn two points in Major Involvement and two Elective Points during the two years prior to submitting for renewal.
 4. Meetings- Must attend one City Commission meeting or any workshop/meeting, annually, in which the budget is presented or ratified. This must be done off duty. Members must provide a sign off sheet that would be signed by a member of the command staff verifying their attendance. Exception for VIN as already defined in 55A.
 5. Maintain at least 75% of the categories rated as “Commendable” or above for the two years leading up to renewal.

55.3.5 Board Members and Responsibilities

A. The Board is comprised of five (5) members, including; one member selected by the Chief, one member selected by the FOP with the approval of the Chief, two Master Law Enforcement Officers, and one citizen (must have successfully completed the Citizen Police Academy), or be a retired police officer. The board will be a standing committee for a period of 2 years.

B. The Board accepts and reviews applications from eligible officers for Advanced and Master Law Enforcement Officers and makes recommendations to the Chief of Police. The board shall meet on the second Tuesday of each new quarter (January, April, July, and October).

C. Members applying for Master LEO shall turn in their completed applications to a member of the board a minimum of seven (7) days prior to the meeting date. Applications approved during that quarterly meeting will receive an anniversary date of the first day of that quarter (for example, all approved applications during the January meeting will be given an anniversary date of January 1st). Payments will be made during the first pay period of the following month. If no proficiency requirements are necessary that year, payment will be made during the first pay period of the month following their anniversary date (for example, an officer with an anniversary date of January 1st will receive payment during the first pay period of February).

D. The Board shall accept appeals from officers with Advanced or Master Law Enforcement Officer status who are in jeopardy of losing that status for not meeting the evaluation requirement. The Board shall have the authority to consider all documentation provided, and by majority vote, recommend to the Chief of Police that the officer continue Advanced or Master Law Enforcement Officer status. Any further appeal may only be done through the contract grievance procedure.

E. The Board, on an annual basis, reviews the program format and makes recommendations for improvements to the Chief of Police. This process will be conducted in June of each calendar year.

F. In the event that a category requirement cannot be fulfilled due to unpredictable constraints, the Board will meet with the Chief of Police to determine an equivalent requirement.

55.3.6 Application Process

A. When candidates believe they have met the requirements for either the Advanced Officer or Master Law Enforcement Officer, they are to submit the Advanced/Master LEO application along with all supporting documentation in an organized binder. Applications are accepted on a quarterly basis.

B. Officers that are seeking to upgrade their status from Advanced to Master LEO may only apply in the quarter of their anniversary date. Officers that fail to meet the requirements necessary to upgrade their status must wait until the following year and may resubmit during the quarter of their anniversary date.

C. The application will be reviewed by the Board on a quarterly basis. The Board will forward recommendations to the Chief of Police for approval. Candidates may be invited to the review process should the Board deem it necessary.

D. Advanced Officers and Master Law Enforcement Officers will be designated as such, and receive compensation, within the same quarter as the review and recommendation.

E. Renewal applications should contain all the original application documentation and contain a separate section for each renewal, containing all the documentation necessary for that renewal period.

F. Applicants are encouraged to meet with the Master LEO Chairman at least one year prior to applying to ensure that all education and community service requirements will be credited towards the Master/Advanced LEO program.

55.3.7 Compensation/Insignia

A. Officers achieving the title of Advanced Officer or Master Law Enforcement Officer shall be compensated as agreed upon by the City of Coral Springs and the bargaining unit representing the officers.

B. Advanced Officers and Master Law Enforcement Officers shall wear approved insignia identifying them as such.

ARTICLE 36 GRIEVANCE PROCEDURE

Section 1. Purpose. This procedure is provided for the sole and only purpose of enforcing the provisions of this Agreement.

Section 2. Grievance Defined. A grievance is a written claim, presented to the appropriate City representative, as identified below, by a unit employee or by the F.O.P., that the City has violated some provision or provisions of this Agreement, with resulting harm to the grievant.

Section 3. Grievant Defined. A grievant is a unit employee who claims a violation of this Agreement with resulting harm to himself/herself, or the F.O.P. when claiming a violation of this Agreement with respect to some provision or provisions conferring a right or rights upon the F.O.P. as an organization as distinguished from the unit employees.

Section 4. No Verbal Grievances. Unit employees are encouraged to discuss their concerns or complaints with their supervisors and to resolve same without resorting to this grievance procedure when possible. Informal discussions with supervisors or managers, however, do not constitute grievance presentations or grievance processing, and such discussions do not toll or satisfy any time limits provided in this Article.

Section 5. Eligible Grievance - Requirements. The City is not required to process or answer a grievance unless:

- A. It is presented in writing.
- B. It is dated and the Grievant or Grievant named.
- C. It states whether the Grievant is proceeding without the intervention or assistance of the F.O.P.
- D. It makes reference to the specific provision(s) of this Agreement that the Grievant claims the City has violated.
- E. It contains a reasonably complete statement of the facts of the matter, as the Grievant contends them to be and states the remedy sought.
- F. It is presented to the proper City representative within the time limit provided at the appropriate step of the grievance procedure.

Section 6. Grieving Without F.O.P. Assistance. The right of each unit employee to present and process grievances without the assistance or intervention of the F.O.P. If the employee processes his/her own grievance, its resolution shall not be inconsistent with the terms of this Agreement, and the F.O.P. shall be afforded the right to have a representative present at any grievance meetings. The F.O.P. does not have the

obligation to process grievances of non-members. In the event the employee is proceeding without the assistance or representation of the FOP, the FOP may have one representative present as an observer only during a meeting that may be held at any step as provided for in Section 12.

Section 7. Time Limits. The time limits provided herein are of the essence. If the Grievant fails to act within any such time limit, that grievance shall stand abandoned. If the City representative fails to act within any time limit provided, the subject grievance will then be eligible to be advanced to the next step of the grievance procedure. Any time limit provided in this Article shall be extended for five (5) business days at the written request of either party.

Section 8. Probationary Employees. Probationary employees shall have the right to grieve with respect to rights granted to them in this Agreement but shall in no event have the right to grieve or arbitrate any matter relating to discipline or dismissal.

Section 9. Effect of Settlement. A grievance may be settled on any basis that is agreeable to the parties involved and a settlement shall not be deemed to set a precedent, nor shall the fact or terms of a settlement be admissible in any future arbitration case, without the consent of the City, unless both sides agree.

Section 10. Duty to Cooperate. The F.O.P. and all unit members agree that upon request the City is entitled to full and complete disclosure of all information in their possession which is relevant to any grievance.

Section 11. F.O.P. Grievances Expedited. F.O.P. grievances, meaning those in which the F.O.P. as an organization claims the violation of a contract right running to the F.O.P. rather than to any employee(s) may be entered in Step 3 of the grievance procedure.

Section 12. Grievances shall be processed in the following manner:

Step 1. The written grievance, prepared in compliance with this Article, shall be presented to the employee's immediate supervisor within ten (10) business days from and after the date when the act or omission to be grieved occurred, or from and after the date when the grievant, in the use of reasonable diligence, should have become aware of the occurrence. A written answer will be provided, by notation on the grievance document, or separately, within ten (10) business days after the supervisor receives the grievance. A simple notation such as "granted" or "denied" will be sufficient if the supervisor considers that no explanation is needed.

Step 2. If the employee is not satisfied with the Step 1 answer, or in the event that the immediate supervisor does not have the authority to resolve the grievance, he/she shall be entitled to present the grievance to the Chief of Police, or his/her designee, within ten (10) business days from and after the date when he/she receives the Step 1 answer. The Chief of Police or designee will provide a written answer within ten (10) business days after receipt of the grievance.

Step 3. If the employee is not satisfied with the Step 2 answer, he/she shall be entitled to present the grievance to the City Manager or his/her designee within ten (10) business days after receipt of the Step 2 answer. If requested by the City Manager, the grievant, a Union representative, the Police Chief, the Director of Human Resources and the City Manager shall meet to discuss the grievance within ten (10) business days of its submission to the City Manager. The City Manager shall issue his/her written decision within ten (10) business days after that meeting or ten (10) business days after receipt of the grievance if no meeting is held. The Union Representative shall be allowed to attend this meeting with pay if on duty at the time of the meeting.

Section 13. Abuse of Procedure. The grievance procedure is not to be abused.

Section 14. Time for Investigating, Processing Grievances. Employees are to investigate, process and otherwise deal with grievances and arbitrations on the off-duty time of all personnel involved, except when and as the Chief of Police expressly agrees to the use of on-duty time in a specific instance.

Section 15. Where a grievance involves an issue of general application or affects two or more employees, the grieving party may designate it as a class action grievance. Resolution of the grievance shall be effective for all class members under the same terms and conditions as if the class member himself filed the grievance on the date submitted in their own name.

ARTICLE 37 ARBITRATION

Section 1. Right to Arbitrate. The F.O.P. shall have the right to submit to arbitration any grievance that has been processed through the grievance procedure in a proper and timely fashion.

Section 2. Notice to City. When initiating arbitration, the F.O.P. shall give the City a written notice of intent to arbitrate, by delivering same to the City's Director of Human Resources. Such a notice must be given within fifteen (15) calendar days after the Step 3 grievance answer is received.

Section 3. Notice to FMCS. The party initiating arbitration shall give notice of intent to arbitrate to the other party and shall concurrently file with the Federal Mediation & Conciliation Service a request, with copy to the other party, for a list of seven (7) arbitrators to be mailed to the F.O.P.'s designated representative and to the City's Director of Human Resources.

Section 4. Selection Procedure. Within fifteen (15) calendar days after receipt of the list of arbitrators unless extended by mutual consent, the parties or their representatives shall, in a meeting or by telephone, alternately strike one name at a time from the list, with the first strike being determined by coin-flips until only one name remains, and that arbitrator shall be selected to hear the case. Each side has the right to reject one full list within fifteen (15) days after receipt of the list. In the event that a party or its representative fails to respond within thirty (30) calendar days to the other party's efforts to select an arbitrator, the FMCS shall be permitted to appoint an arbitrator.

Section 5. Notification. Either party may notify the FMCS of the identity of the selected arbitrator, and the matter shall thereafter proceed in accordance with the reasonable instructions and orders of the arbitrator, subject to the following limitations:

A. No arbitrator shall have before him/her at any time more than one case involving this Agreement without voluntary consent of both parties.

B. The arbitrator shall use his/her best reasonable efforts to accommodate the parties' requests concerning hearing dates, times and places, due to operational considerations.

C. The arbitrator shall not admit evidence concerning any grievance settlement(s) or settlement efforts without the consent of both parties.

D. The arbitrator shall not add to, subtract from, or modify any term or provision of this Agreement in any way.

E. The arbitrator, by accepting appointment, agrees to render a decision within thirty (30) calendar days after the close of the hearing, subject to his/her authority to grant more time for the filing of briefs.

Section 6. Arbitrator's Fee, Expenses, Reporter. Each party shall bear the expense of its witnesses and all of its own costs and expenses of arbitration. The parties shall share equally the arbitrator's fee and expenses. Members of the bargaining unit not represented by the FOP shall place into an escrow account the anticipated fees and expenses of the arbitrator, as determined by the arbitrator, to be paid at the conclusion of arbitration.

Section 7. Awards as Precedents. An arbitrator shall not be bound by a prior arbitrator's decision or award, although he/she may give it such weight as he/she deems proper.

Section 8. This arbitration procedure shall be exclusive to the FOP subject to the following:

A. Section 447.401, Florida Statutes, however, allows a union to limit its obligation to fairly represent all employees in a bargaining unit by providing that it need not process grievances for non-members. Subject to Sections 447.301 and 447.401, Fla. Stat., and cases construing said statutes, the FOP is authorized under Florida law to decide whether it will exercise its right of representation on behalf of non-dues paying bargaining unit members in arbitration. Thus, the FOP shall be given notice if a non-member files a request for arbitration, whereupon the FOP will determine whether it will accept or decline representation of the member and promptly notify the City of its decision in writing. If the FOP declines to represent a bargaining unit member because they are not a member of the FOP and in the FOP's opinion the grievance has merit, the FOP's duty of fair representation terminates, and the FOP non-member may individually pursue a grievance through arbitration pursuant to the terms of this collective bargaining agreement.

B. No grievance shall be submitted to arbitration unless the FOP determines that the grievance has merit. The determination as to merit shall be in writing and delivered to the City simultaneously with, or within, the intent to arbitrate, required in Section 2, above. The failure to provide a determination as to merit simultaneously with, or within, the intent to arbitrate shall be considered as if the FOP determined that the grievance does not have merit and the City shall cease processing the grievance and the grievance shall not be submitted to arbitration. Any determination by the FOP that a grievance has merit may later be withdrawn by the FOP. If the FOP later withdraws its determination of merit, the FOP will promptly notify the City. The City will thereafter have no obligation to process the grievance and may no longer participate in any arbitration. Any fees associated with cancelling an arbitration pursuant to a withdrawn determination of merit shall be borne by the grievant.

C. The FOP maintains exclusive rights to advance grievances to arbitration that involve interpretation or application of the collective bargaining agreement; individual employees are prohibited from advancing these types of grievances to arbitration.

ARTICLE 38
PHYSICAL AND MENTAL FITNESS

Section 1. Agreed Objective. The parties agree and mutually recognize the importance of continuing physical and mental fitness for members.

Section 2. Physical Examinations. Members agree to undergo physical examinations, by providers of the Department's choice and at its request and expense, no more than once during each year of employment, or whenever a superior officer so requests because of a reasonable belief, based on objective considerations, that there is a legitimate concern as to the member's physical fitness for duty.

Section 3. Determinations of Mental Fitness. Members agree to undergo examinations to determine their continuing mental fitness for duty whenever a superior officer so requests because of a reasonable belief, based on objective considerations, that there is a legitimate concern as to the member's mental fitness for duty.

Section 4. The member shall be entitled to be informed of the reason giving rise to the fitness for duty evaluation. If practicable, the City shall provide notice to the FOP prior to notifying the member that the member will be subject to a physical or mental examination. After examination, upon request, by the member subject to the fitness for duty examination, the City shall grant that member access to read the examination report or summary.

Section 5. Expedited Arbitration.

A. Request Time Limit. Within twenty-four (24) hours after a superior officer's request, under Section 2 or Section 3 of this Article, for an examination, the member to be examined shall be entitled to request, in writing, an expedited determination of his/her objections to the examination by **a mutually agreed upon outside party**, to hear and determine such disputes under this Article. Absent such a timely, written request, the member will report for the examination as scheduled.

B. Earliest Practicable Hearing. Upon being so notified by the FOP or the City, the **mutually agreed upon outside party** will hear the matter as soon as possible and in any event within one calendar week from and after the date when the member's request is presented to the City. Any delay beyond a week will require the consent of the City, the FOP and the member involved.

C. Informal Hearing. This expedited arbitration is separate from and independent of any other arbitration procedure referred to in this Agreement. It shall not be subject to any federal or state statute or act governing arbitrations. There shall be no notice or time requirements or allowances other than as provided in this Article itself, or by the arbitrator in his/her discretion. The agreed upon third party is authorized to set and conduct an informal and expedited hearing and to decide all questions of procedure.

D. Issue. The expedited hearing shall be limited to the issue whether there are objective considerations upon which the superior officer could have a reasonable belief that there is a legitimate concern as to the member's physical or mental fitness for duty.

E. Decision. The agreed upon outside party shall state his/her decision at the conclusion of the hearing.

F. Appeal or Suit to Vacate. If the agreed upon outside party rules in the City's favor, the officer will report for and undergo the requested examination as scheduled, regardless of any appeal or legal action to reverse, modify or vacate the arbitrator's decision.

Section 7. Disclosure Obligation. It is the obligation of each member, before entering upon the performance of duties on any given day or shift, to disclose to their immediate supervisor, or to another superior officer if the immediate supervisor is not available, the existence of any physical or mental problem, infirmity or deficiency of which the officer is aware, and which could in reason affect his/her fitness for duty during the shift or tour of duty, whether the condition is temporary or permanent. It is also the member's obligation to promptly inform their supervisor whenever the member is under the care of or is scheduled to be under the care of a physician, chiropractor or other health care or medical care provider, if the condition for which care, or treatment is received or sought is one that could adversely affect the member's fitness for duty.

ARTICLE 39
FIELD TRAINING OFFICERS

Section 1. Bargaining unit members who are trained and endorsed by the department as Field Training Officers are eligible to receive fifty dollars (\$50.00) per shift for those shifts in which they are performing the function of Field Training to persons assigned to the Field Services Division.

ARTICLE 40
PROBATIONARY PERIOD

All newly appointed unit employees shall be considered probationary for a period of twelve (12) months, with the City maintaining the sole discretion of extending the probation an additional six (6) months during which time they shall be subject to dismissal without the City being required to state a reason, and they shall not have access to the grievance or arbitration procedures of this contract with regard to discipline or dismissal, or for any purpose other than the enforcement of rights granted to them by this Agreement.

ARTICLE 41
CHEMICAL DRUG TESTING

Section 1. The City of Coral Springs, the Coral Springs Police Department and FOP have the responsibility to provide the community with the highest level of police services and to ensure that its employees have the physical and mental abilities to perform their assigned duties. Therefore, to ensure the integrity of the department and to preserve the public trust and confidence, this Article implements the policies and procedures for random drug-testing of members.

Section 2.

A. It is the policy of the Coral Springs Police Department that all members agree to submit to random drug testing.

B. The application of this article with respect to drug testing does not abridge anything included in a union contract; nor does it infringe upon an employee's right to redress under grievance or other administrative or judicial proceedings.

Section 3. For purposes of this Article, the following definitions apply:

A. Sworn Employee - Those employees who have been formally vested with full law enforcement powers and authority.

B. Supervisor - Those sworn employees assigned to a position having day-to-day responsibility for supervising subordinates, or who are responsible for commanding a work element.

C. Drug Test or test - Means any initial screening test utilizing a sensitive, rapid, and reliable procedure using an immunoassay procedure; and/or any confirmation test using gas chromatography/mass spectrometry.

D. Random - Means unannounced drug testing. No more than 25% of the members will be tested in any given year of the contract. Members will be selected using a computer-generated random selection process based on members employee identification number. Selection will be conducted by the Human Resources Manager or designee and witnessed by the Drug Testing Coordinator and a representative of FOP (Lodge President or designee). Each member has an equal chance of being selected each time, regardless of prior selection.

E. The Human Resources Manager or designee will conduct the selection process. After the Human Resources Manager or designee has accessed the computer program and conducted the process, a printout will be made of each random selection process. The selection printout will be signed by the Director of Human Resources or designee and immediately scanned and delivered via email to the Drug Testing Coordinator for member notifications. The Drug Testing Coordinator and FOP

Representative will initial/sign the listing to document they have observed and overseen the process.

F. Drug Testing Coordinator - The coordinator will be the Office of Professional Standards, Internal Investigations Supervisor. The coordinator will notify the member and representative of FOP as soon as practical, in writing, that he/she has been selected for random drug-testing and the location to which the employee must proceed for testing.

G. Selection Agent - The City Human Resources Director or designee who will select candidates for random drug testing by using a computer-generated random selection process that is based upon the social security numbers of all sworn police Law Enforcement Officers.

H. Medical Review Officer (MRO) - A licensed physician with knowledge of substance abuse disorders and training to interpret and evaluate positive results with prescriptive or other relevant medical information.

I. Drug - Any amphetamines, cannabinoids, cocaine, phencyclidine (PCP), or opiates, barbiturates, benzodiazepine or a metabolite of any of these substances for the Florida Administrative Code (F.A.C.) 11B-27.00225 7 panel tests

J. Positive test - Means the results of a confirmation test reported through a medical review officer finding the presence of drug(s) in one's body.

K. Specimens - Urine will be used for the initial and confirmation testing for all drugs.

L. Chain of Custody - Refers to the methodology of tracking specified materials or substances for the purpose of maintaining control and accountability from initial collection to final disposition for all such materials or substances and providing for accountability at each stage in handling, testing, and storing specimens and reporting test results.

M. Initial Drug Test - Means the first test which is used as a screen to identify negative and presumptive positive specimens. The initial test for all drugs shall be a sensitive and reliable Food and Drug Administration (FDA) approved immunoassay procedure.

N. Confirmation Test - A second analytical procedure (gas chromatography/mass spectrometry) used to identify the presence of a specific drug or metabolite in a specimen, which test must be different in scientific principle from that of the initial test procedure and must be capable of providing requisite specificity, sensitivity, and quantitative accuracy.

O. Prescription or Nonprescription Medication - Means a drug or medication obtained pursuant to a prescription as defined by s. 893.02 or a medication that is

authorized pursuant to a federal or state law for general distribution and use without a prescription in the treatment of human diseases, ailments, or injuries.

P Threshold Detection Level - Means the level at which the presence of a drug or alcohol can be reasonably expected to be detected by an initial and a confirmatory test performed by a laboratory that meets standards established herein. The threshold detection level indicates the level at which a valued conclusion can be drawn that the drug or alcohol is present in the employee's sample.

Q. GC/MS - Means gas chromatography/mass spectrometry.

Section 4. The following procedures will be followed with respect to random drug testing:

A. The City will randomly test all sworn Law Enforcement Officers by using a computer-generated random selection process that is based upon the employee identification numbers of all sworn Law Enforcement Officers. All drug testing performed on individuals will be in compliance with established procedures in this article. These include the use of special testing forms, trained personnel, and special processes and handling to ensure the integrity and accuracy of the testing process. Upon selection, members will be provided additional security seals that they may elect to utilize when providing their specimen. The use of the additional seal is solely at the discretion of the member. Failure to utilize additional seals shall not be a cause to negate a positive test.

B. Drug-testing includes taking urine samples which are sent to federally certified testing laboratories which are agreed on by the City and FOP to test for the presence of drugs as detailed in Section 3. Positive test results will be reviewed by a Medical Review Officer (MRO), to determine if the individual has a legitimate medical explanation for a positive test result. When an initial urine test indicates a positive test result for a drug, a confirmation test will be conducted using the same sample to confirm the results of the first test. These test(s) are conducted at the expense of the City of Coral Springs. The Coral Springs Police Department and the City of Coral Springs will not be notified in the case of a positive result until and unless the confirmation test also proves positive.

C. All positive initial tests shall be confirmed using gas chromatography/mass spectrometry (GC/MS).

D. Laboratories provide the designated Medical Review Officer (MRO) with any confirmed positive results; the MRO contacts the tested employee to obtain a confidential explanation of any positive results which must be supplied within 5 workdays. The MRO then decides and reports either pass or fail results to the Drug-Testing Coordinator. The Drug-Testing Coordinator will notify a FOP representative of all test results, both positive and negative. An MRO can require an additional drug test on the initial specimen if the initial screening is deemed scientifically unsatisfactory.

E. Specimens will be analyzed by a highly qualified independent laboratory agreed on by the City and FOP and approved by the Florida's Agency for Health Care Administration. Collection sites, which are agreed on by both the City and FOP, will have all the necessary elements to ensure collection, security, chain of custody, temporary storage, and transportation of specimens to approved laboratories. Laboratories used are to be licensed and approved in accordance with federal and state laws. Quality control and chain of custody procedures are to ensure the integrity of drug tests.

F. At the time of notification, the member will report without delay to the collection site. Members selected who are off duty will report within three hours after the start of their next shift to the collection site. If the collection site is not open during a selected member's shift, the member will report within three hours after the opening of the collection site. A member on authorized leave who is scheduled to return within two days when selected will be required to report for testing on the day he or she returns to duty. A member on authorized leave who is not scheduled to return within two days when selected will not be required to report for testing. Members will be compensated, including overtime if applicable, for time spent complying with this article.

G. Personnel authorized to administer drug tests shall require picture identification from each member to be tested before they enter the testing area.

H. The bathroom facility of the testing area shall provide privacy to the member.

I. Where the employee appears unable or incapable to give a specimen at the time of the test, testing personnel shall document the circumstances on the drug-test report form. The employee shall be permitted no more than four (4) hours to give a sample, during which time he/she shall remain in the testing area, under observation. Reasonable amounts of water may be given to the employee to encourage urination. A member who does not submit a sample within the 4-hour time frame will be required to provide the city with a physician's statement explaining the conditions that would medically prevent the providing of a sample. If no physician statement is provided, the member shall be considered to have refused to submit to a drug test.

J. When there is a reason to believe that the employee may have altered or substituted the specimen to be provided, a second specimen shall be obtained immediately. Any alteration in the second specimen shall result in an automatic positive drug test.

K. The designated collection site will have a consent form which must be signed by the employee; listings of the common and chemical names of drugs tested and drugs that may affect test results. Employees with technical questions regarding medications may consult with the MRO. Information provided by the individual is maintained in confidence by the testing provider.

Section 5.

A. In addition to random testing, the City shall retain the right to require any member to undergo chemical drug testing any time based on a reasonable suspicion that the unit member is under the influence of controlled substance(s) or drug(s). A finding of reasonable suspicion shall be based upon the opinions of at least two members of the Coral Springs Police Department.

B. An opinion that a unit member is under the influence of drugs may be based on any or a combination of the following:

1. Facts, and/or inferences reasonably drawn, those facts in light of experience, which would lead a reasonably prudent person to suspect that the officer is under the influence of drugs.

2. The officer's possession of suspected illegal drugs or drug paraphernalia, or the presence of suspected illegal drugs or paraphernalia in an area or vehicle controlled or used exclusively by the officer, other than in the line of duty, and which the officer fails to explain in a voluntary statement to the satisfaction of the department. The discovery of such drugs or paraphernalia in an area or vehicle controlled or used by the officer and others may serve as a basis for reasonable suspicion when the others offer or voluntarily agree to be tested and the officer refuses.

C. In those circumstances where testing is required pursuant to this section each of the two persons providing the required opinion shall complete the parts of the Areas of Observation Form that are applicable, using the Additional Comments section where the opinion is based in whole or in part on factors other than those specified in the form.

D. All procedures and disciplinary actions set forth in this article shall apply to reasonable suspicion testing as well as random testing.

Section 6. Testing Methodology.

A. Testing shall be conducted in a manner to assure the highest degree of accuracy and reliability and using techniques, equipment, and laboratory facilities which have been certified by the U.S. Department of Health and Human Services (DHHS) or the AHCA. **All testing will be conducted with procedures set forth in Chapter 59A-24, "Drug-Free Workplace Standards", of the Florida Administrative Code, as amended.**

B. The testing or processing phase shall consist of a two-step procedure; an initial drug screening test and a confirmation test. In order to ensure the reliability and integrity of the testing process, the laboratory shall verify, with regard to urine sample analysis that: each urine sample was screened by either an enzyme immunoassay or radio immunoassay testing method or an equally scientifically rigorous screening method.

The immunoassay screen employed must, at minimum, test for the presence of the following controlled substances or classes of controlled substances or their metabolites and be capable of detection at the following minimum levels:

<u>Initial Test - Substance:</u>	<u>Nanograms per Milliliter</u>
Amphetamines (illicit)	1,000
Cannabis or Cannabinoids (illegal)	50
Cocaine (illegal)	300
Opiates (illicit, illegal)	2,000
Phencyclidine (PCP) (illegal)	25
Barbiturates	300
Benzodiazepines	300

Concentrations of a drug at or above the following levels shall be considered a positive test result when performing a confirmatory GC/MS test on a urine specimen that tested positive using a technologically different initial screening method:

<u>Confirmation Test - Substance:</u>	<u>Nanograms per Milliliter</u>
Amphetamines (illicit)	500
Cannabis or Cannabinoids (illegal)	15
Cocaine (illegal)	150
Methaqualone Opiates (illicit, illegal)	150
Phencyclidine (PCP) (illegal)	25
Barbiturates	150
Benzodiazepines	150

Each urine sample which was screened positive by an immunoassay method or an equally scientifically rigorous screening method, for any of the specified controlled substances or their metabolites set forth in this section, must be confirmed and verified by gas chromatography-mass spectrometry. Each substance isolated must be specified by chemical name. Unless verified as described herein, a urine sample screened positive by an immunoassay method or equally scientifically rigorous screening method shall be considered inconclusive.

C. All testing results for prohibited drugs must be verified by the Medical Review Officer (MRO).

D. Any member may request that a representative accompany him/her to the collection site. A reasonable period of time, not to exceed one hour, will be allowed to provide time for FOP representative to be present. The absence of such representation

does not, by itself, negate or mitigate the requirement to provide specimens for required drug-testing.

E. State drug-free workplace standards as set forth in Chapter 59A-24, Florida Administrative Code regarding procedural controls and accounting mechanisms imposed upon the collection site, processing laboratory, the MRO, and the City with respect to testing for prohibited drugs will be followed. These procedures require the use of tamper-proof specimen containers for urine samples, employee certification of specimen "ownership", use of chain-of-custody documentation, regimented quality control standards, blind samples (for urine testing), equipment calibration testing, and specific certification and training standards. Only confirmed positive test results will be used as evidence of prohibited drug use or misuse. Testing which does not follow State Standards must be invalidated or "canceled" and reported as a negative result.

F. Split Sample:

1. At the time a drug test is administered, a sufficient sample will be collected so that the sample may be split into two separately marked, sealed containers. All protocols regarding identification of the sample and chain of custody will be observed.

2. When an initial urine test indicates a positive test result for a drug pursuant to this policy, a confirmation test will be conducted using the same sample to confirm the results of the first test. These test(s) are conducted at the expense of the City of Coral Springs. The Coral Springs Police Department and the City of Coral Springs will not be notified in the case of a positive result until and unless the confirmation test also proves positive.

3. In the event the initial drug test of the first sample yields a positive test result for a drug pursuant to this policy, the employee, at his own expense, may elect to have the second or split sample tested at a federal/state certified hospital or laboratory of the employee's choice. The testing methodology shall be equal to or better than the methodology used on the initial test and the same threshold for a positive result shall be used. Chain of custody protocols shall be followed to ensure the integrity of the testing.

4. This second or split sample must be requested within 60 calendar days of notification to the member by the City of a positive test result.

Section 7. Drug Tests Results. Employees with positive confirmed tests are contacted by a Medical Review Officer. If the MRO subsequently reports a positive (failed) result to the City, the employee is placed on suspension without pay immediately; provisions of this policy as provided in Section 8 are carried out.

Section 8. Timeline.

A. Within five (5) working days from receipt of the positive confirmed test results from the MRO, the City informs the member in writing of the positive (failed) results, furnishes a copy of the specific positive (failed) results, the consequences of the results, and options available; the tested member has five (5) working days to provide a written response explaining or contesting the results, and why a violation of this policy has not occurred. Within fifteen (15) days from receipt of response, the City provides a written response to the tested employee explaining whether the submitted explanation is satisfactory. A final decision regarding employment status, in accordance with this Article, is then rendered by the City.

B. Members with a positive confirmed test result for illegal drugs will be subject to discipline up to and including termination. If a member has been suspended for a positive (failed) test result, and has suffered any loss including pay, time accrual or pension benefits, and the member's explanation is later deemed satisfactory by the City or through an arbitration process as set forth in Article 32, then upon return to normal employment status, that member will be made whole in regard to those items.

C. Members with a positive confirmed test result for illicit drugs will be subject to suspension without pay for up to 15 days, will be required to pass a drug test prior to returning to work, will be subject to 2 years of follow up testing and will be required to abide by a treatment plan prescribed by the City's Employee Assistance Plan Provider. Failure to abide by the prescribed treatment plan will be grounds for discipline up to and including termination.

D. Members with a second positive confirmed (not including any testing requested on a split sample) test result (either through follow-up or random testing) for illicit drugs will be subject to discipline up to and including termination.

E. Members who voluntarily enter rehabilitation programs or EAP's for drug related problems are required to submit to follow up drug testing utilizing the F.A.C. 11B-27.00225 7 panel guidelines as evidence of successful participation in such programs. Follow up drug testing shall occur without notice to the member at least once in the first and second years after completing the prescribed program. Members must pass a drug test prior to returning to duty after treatment at a substance abuse or rehabilitation center.

Section 9. Chain of Evidence-storage.

A. Each step in the collection and processing of the urine specimens shall be documented to establish procedural integrity and the chain of custody.

B. Where a positive result is confirmed, urine specimens shall be maintained in secured, refrigerated storage for the time period regulated by state law.

Section 10. Voluntary Participation in EAP or Rehabilitation.

A. Employees may voluntarily seek substance abuse counseling through Human Resources or directly through the Employee Assistance Program offered by the City. Other than the City provided EAP benefit, employees are responsible for any rehabilitation costs, even if the EAP refers the employee to a particular program.

B. Employees are not disciplined because they voluntarily seek treatment for a drug related problem. However, drug or alcohol users are held to the same performance standards as other employees, regardless of the performance is related to drugs or alcohol. Voluntary participation in an EAP or rehabilitation program is not protection from disciplinary measures resulting from job-related infractions, misconduct, offenses, or unsatisfactory job performance.

C. Employees in safety sensitive positions who voluntarily enter into EAPs or rehabilitation programs for drug or alcohol related problems are transferred into a non-safety sensitive position (if available) or placed on leave without pay while participating in the program. Accrued leave or leave without pay may be used consistent with applicable benefit policies. Employees not drug tested who have completed a voluntary rehabilitation program and are drug-free may return to work.

D. Employees previously testing positive for an illicit drug who have completed a prescribed treatment plan may return to work; such employees are subject to follow up drug testing without notice for a two-year period. Failure to remain drug free throughout employment with the City may result in disciplinary action up to and including termination.

Section 11. Records of Drug Test Results.

A. All records pertaining to department required drug tests shall remain confidential and shall not be provided to other employers or agencies without the written permission of the person/employee whose records are sought.

B. Drug test results and records shall be stored and retained in compliance with state law, or for an indefinite period in a secured area where there is no applicable state law.

C. Records and/or documents relating to drug testing are kept confidential and retained in Human Resources separately from the employee's personnel records. Such records are not public records.

D. Confidentiality is maintained to the extent allowed by law for persons who seek counseling through the Employee Assistance Program. Confidentiality is also extended to include all information received by the employer through a drug testing program. Such information may not be used or received into evidence, obtained in discovery or disclosed in any proceedings except in accordance with this section or in determining compensability under Chapter 440, Florida Statutes and for Unemployment Compensation determinations.

E. This section does not prohibit the City, agent of the City, or laboratory conducting drug testing from having access to employee drug test information or using such information when consulting with legal counsel in connection with action brought under or related to this section or when the information is relevant to its defense in a civil or administrative matter.

Section 12. Refusal.

A. Any employee who fails or refuses to comply with an order or directive to undergo chemical drug-testing, and/or fails or refuses to cooperate in the testing procedure, whether with cause or random selection, will be subject to disciplinary action up to and including termination.

ARTICLE 42 ALCOHOL TESTING

It is the intent of the City and FOP to establish provisions for the implementation of a drug free workplace policy in accordance with the Florida Statute 440 and Florida Administrative Code 59A-24. The purpose of this Article and Article 41 is to define the specific circumstances under which the use of drug and alcohol testing will be used by the City. To the extent that the following provisions conflict with the City's city-wide drug free workplace policy the provisions of the Agreement will prevail. To the extent that the provisions of this Agreement conflict with Florida Statute 440 and Florida Administrative Code 59A-24 and then, only to the extent that such conflict negates the benefits of establishing a drug free workplace policy, the parties agree that they will meet to resolve any such conflict in a manner which permits full implementation of the benefits of Florida Statute 440.

Section 1. Unit members shall not report for duty or use City equipment while under the influence of alcohol, nor shall a unit member consume alcohol while on duty. The sole exception is that an officer may consume alcohol on duty where specifically authorized to do so as being necessary to a duty assignment.

Section 2. A unit member shall be deemed to be under the influence of alcohol if he/she is physically or mentally impaired and/or unable to appropriately perform job-related duties in an acceptable manner because of the use of alcohol.

Section 3. A superior officer may require a unit member to promptly submit to a breath alcohol test given by a trained and qualified Department employee, in a private area, if the superior officer has a reasonable suspicion that the unit member is under the influence of alcohol. No second opinion shall be required, but the superior officer requiring the breath test shall promptly fill out the Areas of Observation Form appearing at the end of this Article.

Section 4. Since time is of the essence in breath testing, the superior officer need not fill out the form until after the test is administered. The completed form shall be retained in the unit member's personnel file.

Section 5. The penalty for violations of this Article shall be a matter for determination upon a consideration of the particular facts and circumstances under a just cause standard and may or may not include discharge for a first offense. All penalties prescribed under this Article shall be subject to the grievance and arbitration procedures of this Agreement.

Section 6. By agreeing to this Article, the City does not waive its rights to prescribe disciplinary action, up to and including discharge, under a just cause standard, because of acts or omissions on the part of an officer not covered by this Article, which are wholly or partially related to the use or abuse of alcohol.

Section 7. Testing procedures under this Article shall, to the extent permitted by law, be confidential in nature, and information relating thereto shall be provided on a "need-to-know" basis.

Section 8. A breath test may be ordered by any superior officer based on a reasonable suspicion, founded on objective factors, that an officer involved in an on-duty vehicle accident was under the influence of alcohol at the time of the accident. The superior officer requiring the breath test need not fill out an Areas of Observation Form, and the unit member shall submit to the test immediately upon being directed to do so.

Section 9. This Article does not operate to extend or reduce the City's obligations or prerogatives with reference to alcoholism among employees under applicable law.

ARTICLE 43 PROTECTIVE VESTS

Section 1. The parties take note of the City's past practice of issuing a maximum concealment protective vest to every certified officer when entering upon employment. The City agrees to continue this practice during the term of this Agreement. The vest currently issued shall include shock plates, and the officer may choose the new wrap-around model. Since the vest is not considered a part of the uniform, and does not affect the officer's clothing allowance, the City retains the right to select a quality vest, meeting a minimum of "Class II or IIIA" specifications which is to be issued from time to time. An Officer may elect to upgrade the vest, which meets minimum department guidelines, at the officer's expense. Officers that upgrade their vest may elect to keep the vest upon replacement or retirement.

Section 2. The wearing of the issued vest while on duty is mandatory, except as provided in General Order 43.

Section 3. It is agreed that all officers who are issued vests have an obligation to provide reasonable care and maintenance, for the vest and for body armor supplied to them. All officers will be required to have a serviceable vest for their use. If the vest becomes unserviceable, a new vest will be supplied at the cost of the City, unless, in the sole option of the Chief of Police or designee, the officer has not given the vest the reasonable care and maintenance required, in which event, the vest will be replaced at the cost of the officer.

Section 4. All protective vests shall be replaced within five (5) years of issue.

ARTICLE 44
DEATH BENEFITS

Section 1. Life Insurance and Accidental Death and Dismemberment Insurance.

A. The City will provide each member with \$75,000 basic life insurance with an additional \$75,000 accidental death and dismemberment insurance. The foregoing policy satisfies the City's obligations pursuant to FSS 112.91.

B. Payment from the policy must be made to the beneficiary designated by the employee in writing, signed by the employee and delivered to the City during the employee's lifetime. If no such designation is made, then the payments must be paid to the employee's surviving child or children and to the employee's surviving spouse in equal portions, and if there is no surviving child or spouse, then to the employee's parent or parents. If a beneficiary is not designated and there is no surviving child, spouse, or parent, then the sum must be paid to the employee's estate.

C. Such payments are in addition to any workers' compensation or retirement plan benefits and are exempt from the claims and demands of creditors of such law enforcement officer.

Section 2. Additional Statutory Benefits

A. The City recognizes FSS 112.91(2)(g) that provides that if a full-time law enforcement officer is killed in the line of duty, as a result of an act of violence inflicted by another person while the officer is engaged in the performance of law enforcement duties or as a result of an assault against the officer under riot conditions shall pay the entire premium of the political subdivision's health insurance plan for the employee's surviving spouse until remarried, and for each dependent child of the employee until the child reaches the age of majority or until the end of the calendar year in which the child reaches the age of 25 if: (1) at the time of the employee's death, the child is dependent upon the employee for support; and (2) the surviving child continues to be dependent for support, or the surviving child is a full-time or part-time student and is dependent for support.

B. Although not all benefits are payable by the City or enforceable through this CBA, additional statutory benefits may be found in FSS 112.19.

C. The State of Florida may offer certain educational benefits to the surviving spouse and children. Information on these benefits is contained in FSS 112.19(3). These

benefits are also addressed in the Florida Administrative Code (FAC), within the Department of Education's Rules, under FAC 6A-14.0306.

D. The State of Florida may offer additional benefits under the Emergency Responder Death Benefits, as provided for in FAC 2A-2.018.

E. The Federal Government may provide additional benefits under the Public Safety Officer Benefits Program. Additional information can be found at the following website: <https://bja.ojp.gov/program/psob>

Section 3. The City will provide an Honor Guard at a funeral service for any member of the Police Department who is killed or dies in the line of duty.

Section 4. The City shall compensate the Unit member's beneficiary for the total sick leave, annual leave, compensatory and other leave time at 100% within thirty (30) days of the death in the line of duty.

Section 5. For a complete description of pension benefits refer to City Ordinance Chapter 13 Article II Coral Springs Police Officer Pension Plan (13-9 Death Benefits). Additional definitions regarding eligibility can be found in Sections 112.18(1)(a). 112.181(2). Florida Statutes, as may be amended in the future, unless the contrary is shown by competent evidence.

ARTICLE 45
K-9

Section 1. A bargaining unit member who is assigned as a K-9 Officer and is issued a canine, shall be allowed one (1) hour per on-duty workday to accommodate those activities necessary for caring for their canine. The rate of pay for this purpose shall be their base hourly rate at straight time.

Section 2. On off-duty days, a bargaining unit member who is assigned as a K-9 Officer and is issued a K-9 will be compensated with one (1) hour of pay per day at their base hourly rate at straight time. No compensation shall be provided for off-duty days where the canine is kenneled at the City's expense.

Section 3. The City will provide funds reasonably sufficient to maintain canine equipment, supplies, and veterinary care.

Section 4. The Chief of Police reserves the right to suspend, modify, or remove the use of any given canine or K-9 Program.

Section 5. The City will contribute \$2,000 annually to the Fraternal Order of Police K-9 Service Dog Fund. FOP will provide the City an annual accounting of this fund upon request of the City.

ARTICLE 46
LAYOFF AND RECALL

Section 1. As used herein, a reduction in force is defined as occurring because of economic, budgetary, or operational considerations, and does not refer to relieving an officer from active duty for a reason which is specific to that individual.

Section 2. In the event of a reduction in force among unit personnel, the following provisions shall apply:

A. It shall be the City's proper right and function to determine if and when any reduction in force shall take place, as well as the extent of any such reductions.

B. No regular full-time unit employee shall be laid off unless part-time bargaining unit members serving as a prisoner transporter have been laid off first. If additional layoffs are needed, all members who are currently serving a new position probation will be laid off. If additional layoffs are needed, Seasonal School Resource Officers ("SSRO") shall be laid off and full-time officers will be allowed to replace an SSRO.

C. In the event that regular full-time unit employees are to be laid off, selections for layoff will be made on the basis of seniority, and those laid off will be recalled working, in reverse order of layoff, before new unit personnel are hired, subject to the remaining provisions of this Article.

Section 3. Seniority, for the purpose of this Article, is defined as the employee's length of continuous service for the City as a sworn law enforcement officer in whatever rank. The employee's service will be deemed continuous, so long as he or she remains in employment status with the City as such a sworn officer except that the following periods of time shall not be counted but will not otherwise cause a break in seniority:

A. Unpaid leave of absence for 180 consecutive calendar days or more, in which event the entire period of leave shall be deducted.

B. Any period of disciplinary suspension for fifteen (15) consecutive calendar days or more, in which event the entire suspension period shall be deducted.

C. Any period of time that is deducted from an employee's seniority in whole or partial settlement of a dispute as to a disciplinary action.

Section 4. A laid off employee must maintain a valid law enforcement officer certification and comply with the provisions of Chapter 943, Florida Statutes, to be considered for recall, and will also be subject to loss of recall rights up to a maximum of two (2) years on continuous layoff.

If the employee is unable to return to work when recalled because of non-service-connected physical or mental disability but subsequently recovers prior to two (2) years

following the day of layoff, at that time the employee shall be entitled to replace the employee with the least classification seniority if less than his/her own, then working. If such employee is not recalled within two (2) years following the day of layoff, the employment relationship shall be terminated.

If the employee is unable to return to work when recalled because of service-connected physical or mental disability, the employee shall retain all rights provided under the City's Pension Plan or under the law.

Section 5. The laid off employee, in order to maintain the right of recall, must:

A. Keep the City continuously informed of their current complete residence address, current complete mailing address if not the residence address, and a current telephone number where the employee can be reached in person or by leaving a message within a period of five (5) consecutive calendar days.

B. Be available to return to work as scheduled within fourteen (14) calendar days after receipt of notice to return, unless temporarily disabled, in which event the officer shall remain on layoff status, subject to Section 7 during the period of continuous temporary disability, but for a maximum period of six (6) months.

C. Respond to any recall notice within a period of five (5) consecutive calendar days after the City leaves a message that the employee is being recalled with the employee or other party answering the telephone referred to in subparagraph A., or within ten (10) consecutive calendar days after the City mails a recall notice to the mailing address required in subparagraph A. above by certified mail, return receipt requested.

D. Not give notice to retire or resign during the period of layoff.

E. Not decline to return to work in accordance with any recall notice given.

Section 6. Time in layoff status shall not count for the purpose of earning any benefit, unless the specific benefit plan expressly provides otherwise, and an employee on layoff status shall not enjoy economic benefits other than those earned while in active employment.

Section 7. In case of employees otherwise having equal seniority, ties shall be broken first by reference to departmental length of continuous service, and then by reference to total length of continuous service with the City. If there still remains a tie, it shall be broken by coin-flips.

Section 8. All rights of layoff and recall relating to a reduction in force provided in this Article are subject to the City's right to have each available job within the unit assigned to an officer who is physically and mentally capable of satisfactorily performing all of the duties of the job. The same standard shall apply to recalled employees as with new employees provided for in Coral Springs Police Department Personnel Standard Operating Procedures Manual.

Section 9. As an exception to the Section 6 definition of seniority, when an officer is retired, either normal, early or disability, and returns to employment as a sworn employee in this unit he/she will receive seniority credit for the time in retirement. This section does not, in and of itself, confer a right of re-employment upon any retiree.

ARTICLE 47
DISCIPLINE AND DISCHARGE

Section 1. All disciplinary actions, including discharge, taken against unit members shall be based upon just cause.

Section 2. A grievance challenging disciplinary action can, at the option of the Union, be initiated at the lowest step of the grievance procedure in which the City representative has the authority to act.

Section 3. Suspension, Demotion, or Termination. Prior to the imposition of any suspension, demotion or termination, the affected employee, after notice of the charges against him or her, shall have the opportunity, at his or her option, to meet with the disciplining authority and the Director of Human Resources, or his/her designee. At such a meeting, the affected employee shall have the right to be accompanied by an FOP representative and/or his or her attorney. In the event the affected employee is proceeding without the assistance or representation of the FOP, the FOP may have one representative present as an observer only. At a meeting with the disciplining authority and the Director of Human Resources, the affected employee shall have the right to present any evidence on the charges and/or to otherwise argue why the proposed disciplinary action shall not be taken. The presentation of evidence may be orally or in writing. The meeting may be taped at either party's option. After the imposition of discipline, the affected employee shall have the right to challenge the discipline per Article 37, the Grievance Procedure and Article 38 Arbitration. The grievance shall be filed at Step 3. The grievance and arbitration procedure shall be the exclusive procedure for challenging suspensions, demotions, or terminations of bargaining unit employees and no other City administrative procedures or policies shall apply to such challenge.

ARTICLE 48
SENIORITY

Section 1. Seniority shall consist of continuous accumulated paid service as a Law Enforcement Officer with the Coral Springs Police Department. Seniority shall be computed from the date of appointment in each rank. Seniority shall accumulate during absence because of illness, injury, vacation, military leave, or other authorized leave, not to exceed 12 calendar weeks per year.

Section 2. Application

A. Seniority for officers joining the Coral Springs Police Department shall be based on the date of swearing in as a Law Enforcement Officer.

B. In the event that more than one recruit graduates from the Police Academy on the same date, sworn in on the same day at the same time, seniority shall be determined by using their final academy ranking.

C. If a previously Florida certified, officer is sworn in along with the newly certified Academy graduate, the person with the previous Florida certification will automatically have seniority.

D. Should several previously certified, officers be sworn in on the same date and at the same time, seniority shall be based on the number of years of prior experience as a police officer, except that Florida certification shall take precedence over out of state certification.

Section 3. Seniority as defined in this Article shall govern the following:

A. Vacation requests for holidays shall be made ninety (90) days prior to the first day of the vacation dates being requested. Such requests shall be granted based on seniority.

B. Seniority shall be one of the criteria used for selection of Road Patrol shifts.

ARTICLE 49
PART TIME OFFICER AND PART TIME SCHOOL RESOURCE OFFICER

Section 1. The Part Time Officer program's goal is to continue to provide the City of Coral Springs with professional law enforcement services through the effective and efficient use of all available resources. While the Part Time Officers can be used in any law enforcement capacity, it is not the intention of the program to replace full-time positions, nor to provide the same level of wages, benefits or conditions of employment as are provided to full-time sworn personnel. Funding of the Part Time Officer program is at the sole discretion of the City. Sworn personnel hired to the Part Time Officer Program are at-will employees of the City and will be paid an hourly rate of pay with no additional monetary benefits. At the sole discretion of the City, Part time Officers may be provided a take home vehicle consistent with General Order 48

Section 2. The Part Time School Resource Officer Program's goal is to continue to provide the City of Coral Springs with professional ("SRO") law enforcement services through the effective and efficient use of all available resources. The Part Time School Resource Officers can be used to supplement full-time SRO positions. They shall not be used to replace existing full-time positions, nor to provide the same level of wages, benefits or conditions of employment as are provided to full-time sworn personnel. Funding of the Part Time School Resource Officer program is at the sole discretion of the City. Sworn personnel hired to the Part Time School Resource Officer Program are at-will employees of the City and will be paid an hourly rate of pay and may have additional monetary benefits as determined by the City. At the sole discretion of the City, Part time School Resource Officers may be provided a take home vehicle consistent with General Order 48. Part Time SROs will be awarded sixteen (16) wellbeing hours on the first pay period after the first day of school. All wellbeing hours must be used before the pay period that includes the last day of school. All unused wellbeing hours shall be reset to zero (0) on the last day of school. Wellbeing hours shall not be available for any cash out, conversion, or any other incentive. The first day and last day of school is determined by Broward County School District.

Section 3. Except as may otherwise be provided for within this Article, the following articles of the CBA have no application to the personnel hired to the Part time Officer Program: 13,14 (except for Section 4),16,17 (except as provided in Sections 1 and 2 of this Article), 18, 19, 20, 21, 22, 23 (except for benefits that may be required by federal law), 25, 27, 28, 30, 31, 32, 35, 37, 39, 45, 47 and 48. To the extent not governed by this CBA, Part Time Officers and SROs shall have the same benefits available to them that are otherwise provided to non-bargaining unit part-time employees of the City. Additionally, Part time Officers and Part time SROs may be granted bereavement leave in accordance with City policy, at the discretion of the Chief of Police.

Section 4. Part time Officers and Part time SRO'S shall not be counted towards minimum staffing levels and shall not be used to fill vacant overtime detail positions for full-time members. Part time Officers and Part time SRO's may work an off-duty detail only if: (1) the detail start time is within 72 hours and the City has made a reasonable good faith effort to staff the detail by a full time member, and a full time member has not

selected the detail or there is an insufficient number of full time members to staff the detail; or (2) the detail has been determined to be an essential public safety interest, full time members have failed to select the detail, and it has reached the point of being assigned to a full time member. The Chief of Police may authorize Part Time Officers or Part time SRO's to work overtime and/or off duty details under exigent circumstances. While working an off-duty detail, Part time Officers and Part time SROs shall be subject to the same disciplinary provisions for full time officers as outlined in Article 29 and shall be paid the same off-duty detail rate payable to a full-time member.

Section 5. Notwithstanding any other provision to the contrary, for discipline of Part Time Officers and Seasonal SROs ("SSRO") that successfully have passed probation, the following shall apply:

(a) Suspensions under forty (40) hours shall only be grieved (using the approved grievance form) consistent with Article 36 of the CBA. The determination of the City Manager shall be a final decision as to any discipline resulting under a forty (40) hour suspension.

(b) Any discipline consisting of a suspension forty (40) or more hours or termination, the following shall apply:

a. A Part Time Officer or SSRO shall have the right to submit to binding mediation (as described below) any grievance of a suspension of forty (40) hours or more or termination that has passed through the grievance procedure in a proper and timely fashion.

b. The Part Time Officer or SSRO shall notify the City of their intent to engage in mediation within fifteen (15) calendar days after the step 3 grievance is received by the Part Time Officer or SSRO.

c. The City and the FOP shall mutually select a Florida Supreme Court certified mediator or arbitrator to hear the matter within fifteen (15) calendar days after receipt of the intent to mediate. The City or the FOP may request an extension upon a showing of good cause. If the City and the FOP cannot agree on a mediator, then the parties agree to a random selection of a mediator as may be referred from the Broward County Court Mediation and Arbitration division of the 17th Judicial Circuit in and for Broward County, Florida. If a mediator cannot be randomly selected by the foregoing method, then each party shall place two (2) names in a container. Said container shall be shaken and mixed and then the City representative shall draw one of the names in the container which will designate the mediator for said hearing.

d. Once selected, a hearing shall be set no later than thirty (30) calendar days for the mediation. By a show of good cause by at least one party, an extension may be permitted. However, said extension shall not extend beyond sixty (60) days from the time the intent to mediate is received by the City.

e. The hearing before the mediator selected shall last no longer than five (5) hours. The City shall have no more than two hours to present its case. The Part Time Officer or SSRO shall have no more than two (2) hours to present their case. A party cross examining a witness shall have cross examination time deducted from their case presentation. Opening and closing arguments shall be verbal and the time taken for the foregoing shall count toward that party's presentation. The mediator shall have one (1) hour to deliberate and determine the case. Within ten (10) calendar days of the hearing the mediator shall draft and send a written order to the City and the FOP. In the event the case at hand is deemed complex, the parties may mutually extend the presentation times. If one party disagrees to an extension, the mediator shall have the authority to extend the case presentation time limitation equally for both parties.

f. The mediator shall determine (1) if the City has met its burden of showing, by a preponderance of the evidence, that there is a factual basis that there was a violation of policy, and if yes, (2) the discipline is consistent with Article 47, Section 1 of the CBA. If the mediator decides discipline is not appropriate, the mediator shall be empowered to modify the discipline imposed. There shall be no other issues presented for mediation. The mediator shall not add to, subtract from, or modify any term or provision of this Agreement in any way.

g. The award of the mediator shall be final and binding on the parties.

h. Each party shall be responsible for their own costs and attorney's fees.

i. The cost of the mediation shall be split equally between the City and FOP.

Section 6. The Part Time Police Officer and/or SSRO program may be discontinued in whole by City at any time pursuant to management rights or financial burden. The discontinuance of either program shall not be the basis for a grievance or mediation.

Section 7. The SSRO program is a year-to-year program. No SSRO shall have grounds for a grievance or mediation if they are not invited back to continue in the program for the next school year.

ARTICLE 50 SOCIAL MEDIA

PURPOSE

The City of Coral Springs understands that advances in technology and changes in culture are factors that influence the organization in both positive and negative manners. Social media, in general, is one of these external influences and the City of Coral Springs has a duty to protect the reputation and integrity of the organization and its members, as well as to guard against liability and potential legal risk.

SCOPE

This policy applies to all City employees who engage in social networking.

POLICY

In the rapidly expanding world of electronic communication, social media can mean many things. Social media includes all means of communicating or posting information or content of any sort on the Internet, including web log or blog, personal website, social networking, web bulletin board or a chat room, as well as any other form of electronic communication.

The same principles and guidelines found in the City's policies apply to employee activities online. Ultimately, employees are solely responsible for what they post online. Before creating online content, employees need to consider some of the risks and rewards that are involved. Conduct that adversely affects the employee's job performance, the performance of employee's coworkers, or otherwise adversely affects customers may result in disciplinary action.

GUIDELINES

1. Know and Follow the Rules

Employees are responsible for reading and following this policy, as well as the Ethics Affirmation, Discipline Policy, and Anti-Harassment Policy to ensure their postings are consistent with these policies. Inappropriate postings that may include discriminatory remarks, obscene and pornographic material, harassment, and threats of violence or similar inappropriate or unlawful conduct will not be tolerated and may be subject to disciplinary action up to and including termination.

2. Be Respectful

Employees shall always be fair and courteous to coworkers, customers, suppliers, or people who work on behalf of the City. Employees shall keep in mind that they are more likely to resolve work-related complaints by speaking directly with coworkers or by utilizing the City's Open-Door Policy than by posting complaints

to a social media outlet. Nevertheless, if employees decide to post complaints or criticism, they should avoid using statements, photographs, video or audio that reasonably could be viewed as malicious, obscene, threatening or intimidating, that disparages coworkers, customers, suppliers, or people working on behalf of the City, or that might constitute harassment or bullying. Examples of such conduct might include offensive posts meant to intentionally harm someone's reputation or posts that could contribute to a hostile work environment on the basis of race, sex, disability, religion or any other status protected by law or City policy.

3. Post Only Appropriate and Respectful Content

Employees shall never represent themselves as a spokesperson for the City. If the City is a subject of the content being created, the employee shall be clear and open about the fact that they are an employee and that their views do not represent those of the City, their coworkers, customers, suppliers, or people working on behalf of the City. If the employee publishes a blog or post online related to the work they do, or subjects associated with the City, it must be made clear that the employee is not speaking on behalf of the City. It is best to include a disclaimer such as "The postings on this site are my own and do not necessarily reflect the views of the City of Coral Springs."

Employees shall not wear clothing/uniforms bearing City logos/insignia in posted photographs unless they have permission from their Department Director (excludes external events when representing in official capacity). Employees must have permission from the City's Communications and Marketing Department to use a City logo or branding in their postings.

It is understood that only the following employees can post on behalf of the City: Public Information Officers (or designated alternates) or designee approved by the Director of Human Resources or the Director of Marketing and Communications. Any member who does not wish to have their photo posted on social media should inform in writing the Human Resources Administrator in the Police Department.

The Office of Professional Standards shall monitor and investigate violations of this Article.

ARTICLE 51 ANTI-HARASSMENT AND NONDISCRIMINATION

PURPOSE

The City of Coral Springs is committed to providing a work environment in which all employees are treated with respect and dignity. Employees have the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, the City expects that all relationships will be businesslike and free of discrimination and harassment.

The City has developed this policy to ensure that all its employees can work in an environment free from unlawful harassment, discrimination and retaliation. The City will make every reasonable effort to ensure that employees are familiar with this policy and aware that any complaint in violation of this policy will be taken seriously, investigated timely, and resolved appropriately.

SCOPE

This policy applies to all employees when related to conduct engaged in by fellow employees or by someone not directly connected to the City (e.g., an outside vendor, consultant, customer). Conduct prohibited by this policy is unacceptable in the workplace and in any work-related setting outside the workplace such as during business trips, business meetings, community events, workshops, focus groups, and business-related social events.

Non-employees, such as City volunteers, interns, and board and committee members are also expected to treat employees and each other with respect and dignity.

POLICY

Definition

Sexual Harassment: Sexual harassment constitutes discrimination and is illegal. It is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for example: a) submission to such conduct is made either an expressed or implied term or condition of employment, b) submission to or rejection of such conduct is used as a basis for an employment decision affecting the harassed employee, or c) such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile or offensive work environment.

Sexual harassment may include a range of subtle and not-so-subtle behaviors and may involve individuals of the same or different gender. These behaviors may include unwanted sexual advances or requests for sexual favors; sexual jokes and innuendos; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess

or sexual deficiencies; leering, whistling or touching; insulting or obscene comments or gestures; display of sexually suggestive objects or pictures; and other physical, verbal or visual conduct of a sexual nature.

Harassment: Harassment on the basis of any other protected characteristic is also strictly prohibited. Harassment is verbal, written or physical conduct or mental intimidation that shows hostility or aversion toward an individual because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law, or that of his or her relatives, friends or associates, and that: a) has the purpose or effect of creating an intimidating, hostile or offensive work environment, b) has the purpose or effect of unreasonably interfering with an individual's work performance, or c) otherwise adversely affects the employee's employment opportunities.

Harassing conduct includes gossiping; slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and written or graphic material that denigrates or shows hostility or aversion toward an employee or group that is placed on walls or elsewhere on the employer's premises or circulated in the workplace, on company time or using company equipment by email, phone (including voice messages), text messages, social networking, sites or other means.

Bullying is another term that may be used for harassment. Bullying is defined as the use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others. The behavior is often repeated and habitual and is strictly prohibited by the City.

Provisions

1. Employees shall not commit an act of harassment or sexual harassment against any other employee or nonemployee. An employee who commits a violation of this provision shall be subject to discipline up to and including termination
2. All levels of supervisors share responsibility for communicating this policy, for recognizing, responding and taking corrective actions, and/or preventing harassment of City employees.
3. Employees who feel they are a victim of harassment are encouraged to advise the individual instigating the harassment that the conduct or behavior is unwelcome and offensive. If the behavior continues, the employee should immediately report the behavior as outlined in Procedures #1 below.

Reporting Procedures

1. Employees should report their complaint immediately to a member of their direct management (chain of command) or the Director of Human Resources (or designee).

2. If the employee made the complaint to a member of their direct management, the management employee will notify the Director of Human Resources (or designee) and the Office of Professional Standards of the complaint.
3. The Office of Professional Standards shall monitor and investigate violations of this Article.
4. The City will provide an administrative response in a timely and reasonable manner (within 30 days, if possible). The response will indicate corrective actions, if any, to the employee filing the complaint and to the individual(s) involved in the complaint.
5. If the employee perceives the situation to be threatening, he or she may request authorization, verbally or in writing, to use accrued annual leave or leave without pay or request a temporary job transfer. Approvals will be determined on a case-by-case basis by the department director and Director of Human Resources (or designee).
6. Disciplinary and/or corrective actions shall be imposed based upon the severity of confirmed harassment.
7. Confidentiality shall be maintained to the extent allowed by law to the persons involved in any investigation of a complaint. Unnecessary disclosures shall be prohibited.
8. Employees exercising their rights by filing a complaint in good faith will not be retaliated against by the City regardless of the findings of the investigation. However, any employee found to have provided false or misleading information or does not fully cooperate with an investigation when filing a complaint may be subject to disciplinary action.

ARTICLE 52 CRITICAL INCIDENT PAY

Section 1. Declaration of Critical Incident

A critical incident status may be declared by the City Manager following a Local State of Emergency or following a County, State or Federal Emergency Declaration, although it need not match these declarations. The City Manager has the authority to maintain a critical incident status for the City so long as employees are required to complete work directly related to the incident.

Section 2. Terms and Definitions

On-Duty: the period of time during working hours an employee is at work or scheduled to be at work, or when an employee has the appearance of being at work or representing the City such as while in uniform or driving City-identified vehicles, or when performing authorized critical incident duties not within their regularly defined duties.

Essential Employee: an employee that is deemed essential by the Chief of Police and required to provide services to the public during a critical incident.

Non-Essential Employee: an employee that is deemed non-essential by the Chief of Police who provide services to the public and are not permitted to report to their workplace during a critical incident.

Section 3. Policy

The City requires all employees to work when called upon to do so even if the work schedule is outside of their normal work schedule to ensure continuation of essential services to the public. Critical incidents may require 24-hour continuous work schedules for essential employees. In addition to compensation for those working the critical incident, there may be occasions when the City Manager determines it is necessary to close City facilities, and employees may be either sent home or advised to remain at home.

Any use of critical pay codes shall require employees to include individual Activity Logs. Different payroll codes shall be used for tracking hours for exempt and non-exempt employees.

Section 4. Eligibility and Procedures

1. Full-time employees

a. Critical Incident Time when the City is declared in critical incident status for regular business (time coded in accordance with prevailing procedures):

Regular hours: Hours worked directly related to the critical incident during the regularly scheduled work schedule shall be paid in accordance with regular pay procedures.

Overtime hours: Hours worked directly related to the critical incident, but outside the regularly scheduled work schedule, shall be paid in accordance with overtime pay procedures.

Employees sent home during regularly scheduled work hours to prepare for emergency and then return to work will be paid for regularly scheduled work hours. The City will not be eligible for Federal reimbursement for these hours.

- b. Critical Incident Time when the City is declared in critical incident status for regular business (time coded in accordance with prevailing procedures):

Regular hours: Hours worked directly related to the critical incident during the regularly scheduled work schedule shall be paid a 25% premium to their base hourly rate.

Overtime hours: Hours worked directly related to the critical incident shall be paid in accordance with overtime pay procedures at time and one half of the employee's regular rate of pay (does not include the 25% premium).

Employees sent home during regularly scheduled work hours and/or requested to remain at home until further notice will be paid for regularly scheduled work hours.

2. Part-time employees

- a. Hours worked directly related to the critical incident shall be paid a 25% premium to their base hourly rate.
3. When the City Manager or the Chief of Police has deemed the workplace safe, and it is safe to travel to and from the workplace to perform non-critical duties, employees will be compensated at regular salary and in accordance with normal pay procedures.
4. When the City is declared in critical incident status, essential employees that are on approved leave must contact their immediate supervisor or Department Director for a determination of their leave status. Such leaves may be cancelled, and the essential employee recalled to duty due to the critical incident. If the leave is cancelled and the employee is recalled to duty, the hours shall be paid under the procedures, above, upon arrival at the workplace.
5. The Chief of Police or their designee shall ensure that essential employees on duty receive sufficient sleep so as to avoid endangering their safety or the safety of others due to fatigue. Sleeping periods of at least 5 hours per (24) hour shift (need not be consecutive) shall be paid in accordance with the procedures, above.

6. When the City is declared in critical incident status, non-essential employees that are on approved leave or holiday shall be paid in accordance with the applicable leave or holiday policy. These hours shall not be paid under the procedures above. The City will not be eligible for Federal reimbursement for these hours.
7. Non-essential employees that are unable to report to work once they are recalled to duty, shall use either compensatory time, annual leave, or leave without pay to cover their time after the recall is issued until they are able to actively report to work.
8. Employees deployed to a local, state, or federal emergency response team for active duty for a critical incident will be paid in accordance with this policy. The City will be eligible for State, Federal or eligible reimbursement for these hours. To the extent such deployment is in accordance with the Uniform Services Employment and Reemployment Rights Act, and the employee is paid during their time of deployment, the employee shall be paid in accordance with City Administrative Policy #06.11.07, Military Leave, and not this Article.

**ARTICLE 53
ZIPPER CLAUSE**

The parties acknowledge and agree that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter included by law within the area of collective bargaining and that all the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the City and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right to require further collective bargaining, except as may be required by Florida law. This Agreement contains the entire contract, understanding, undertaking and agreement of collective bargaining for and during its term, except as may be otherwise specifically provided herein.

**ARTICLE 54
SEVERABILITY**

Section 1. Savings Clause. If any portion of this Agreement shall be determined to be legally invalid, unlawful, unenforceable, null or void, all other portions shall remain in full force and effect.

Section 2. New Provisions. In such event, the parties agree to meet, at the request of either, at reasonable times and places, and attempt to negotiate a legal replacement provision.

ARTICLE 55
DURATION AND RENEWAL

Section 1. Term. This Agreement shall become effective as of midnight following its ratification by the City Commission or the unit employees, whichever occurs later, and it shall remain in full force and effect through September 30, 2024. Unless specifically provided for, no provisions of this contract will be retroactive.

Section 2. Renewal Negotiations. Negotiations may begin no later than 180 days prior to the expiration of this agreement upon written notice from either party of a desire to negotiate, renew or terminate the agreement. Upon the giving of such notice, the parties agree to meet at reasonable times and places and seek to negotiate a renewal agreement. The parties shall then proceed as provided by law.